PAR	MA COMMUNITY	GENERAL	HOSPITAL			TÖDAY'S DA	NTE.
	PERSONNEL AU	THORIZATIO	NC			Jan 14, 19	
SOCIAL SECURITY #		EMPL	OYEE NAME			CLOCK #	ŧ,
	MOSS, DEBOR	MA HA		·		03752	
STREET ADD	RESS		CITY	STATE		ZIP COD	F
4367 WEST 229 STREE		FAIRV	JEW PARK	*****************************		44126	×8339#
TELEPHONE # (216)979-0130	DATE OF BIR May 31,		MARITAL Married	SEX F	Dec 12	vent dat , 1996	E
					I		
Mark Control of the C	FECTIVE		B TITLE		JOB CO	GII.	IOB IADE
6910 Dec 12	t, 1996 RECRI	EATION TE	HERAPIST		031601		16
EMPLOYMENT STATUS	SALARY DATE	HOURLY	HATE	SALARY CH	IANGE TYPE		JURS
SALRD-FT	Dec 12, 1996	013,2	500 N	ew Hire		**********	80.0
·							
	onth Appraisal	NORM IN 0800		30 0000	ALT: GUY:	C	мт. обе
PROF EIGENSE #		RECENT	ACTIVITY DA	TE	RECENT ACT	IVITY	
283621066 THERAP	IST-RECREATION	Dec 1	2, 1996	NEW-F	TIRE-SAL-I	T	
EME	RGENCY CONTACT N	AME		AHEA	TELE	HONE#	
MOSS, BILL				216	826-029		
AAOOD, DADO				210	020-02	20	
STREET ADD 4367 W 229 ST	RESS	FATRV	eity. IEW PARK	STATE		ZIP 60D 44126	E
management and an arrangement and arrangement and arrangement arrangement are arrangement and arrangement are a	the second second					TTLLU	
TERM DATE COMME	NTS:			***			
00-00-00							
REV: 10/94	414,14,00	CONFIDE	NTIAL		UH-MOS	SS 1323 FOR	RMS\P

<i>5</i> 	PARM	A COMI	YUNITY	GENERA	L HOSPI	ΓAL			TODAY	'S DATE
ÿ.		PERSO	ONNEL AUT	THORIZAT	ION				Aug 6	
r I									-	
SOCIAL SECU	RITY#			EMPI	OYEE NA	WE			CLO	CK #
		MOSS	, DEBORA	AH ANN					037	***************************************
						vavos sasses			T.	
ST 4367 WEST 22	REET ADDRE 9 STREET	S5		FAIR	ci VIEW PA	ty stat RK, OH	E		ZIP (441	26
							- 	-i	<u> </u>	
TELEPHON	E#	DΆ	TE OF BIR	TH	MAR	ITAL	SEX	EMPLO	YMENT	DATE
(216)979-01	30		May 31, 3	1965	Married	****	F	Dec 1	2, 1996	
COST CENTER	JOB EFFE Dec 12, 1		RECRE		OBTITLE HERAPIS			03160		JOB GRADE
	, , ,									
EMPLOYMENT	STATUS	SALAR	Y DATE	HOURL	Y RATÉ	S.F	LARY CI	IANGE TY	PE	HOURS PEIL PAY
SALRD-FT		Dec 12	, 1996	013.	2500	New H	re			080.00
				10000000001		lożski podosowa (Hzans see		il see	
APPRSL DATE Dec 7, 1997	NEXT A	PPRAISA	LTYPE	NORM IN	мовм:ошт 1630	MEAL 3U	ALT IN	ALT OUT	MEAL	рмт 600E
	23.midai 23.			0000	1050	50	0000	0000		
.PHOF. LIGENSE #	uic	FNSE TV	oF.	RECEN	r activit	Y DATE		RECENT A	CTIVITY	
283621066	HERAPIST				12, 1996			IIRE-SAL		
						145 Q.W.	44.4			
	EMERO	GENCY C	ONTACT N	AME.		(3)	AREA CUDE	TE	LEPHON	#
MOSS, BILL					,		216	826-0	290	
							re		218	CODE
4367 W 229 ST	REEL ADDR	COB		FAIR	VIEW PA	ry, sta rk, oh			4412	*******
		* **						respectively.		
TERM: DATE	COMMENT	rs:						ALLEGA TO	71	
00-00-00										
REV: 10/94				CONFIDE	ENTIAL.		anciento.	UH-M	OSS 131	7 FORMS\PR

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM

Job Title	RECREATION	THERAPIST				c
Name	DEBORAH M	oss	*1	Date_	6/97	

PERFORMANCE APPRAISAL SUMMARY

It is the commitment of Parma Community General Hospital to appraise all performance without regard to race, color, creed, sex, age, national origin, ancestry, marital status or disability.

	Programmer Standard Standard	Department of the second of the second		Score		Performance Dallygistore
1	Provides recreational activities for the unit.	35 45%	(5)	3	1	175
2	Completes an individual assessment forall patients Participates in intake, referral	225g	(5)	3	1	100
.3	and development activities	10%	5	(3)	1	30
4 ~	Maintains standards of service excellence in behavior toward.	15%	(5)	3	1	75
5	patients, visitors, physicians and other co-workers		5	3	_1	
6 1	Upholds and supports the mission of the Hospital and its operating	5%	5	3	1	15
7	policies and procedures.		5	3	1	
8 1	Overall Inpatient Satisfaction Score for the most recent	5%	5	(3)	1	15
9	completed caldendar year.		5	3	1	5
10	Overall Und Satsfartin-CQT	5%	5	(3)	1	15
11	Wordlund Sodo faction-CQI. Unit Sodo faction - Reether ogy Section	5%,	- 5	(3)	1	15
12	, 0		5	3	1	
13			5	3	4	
14			5	3	1	
15			2.	3	1	445

-		
	TOTAL:	430
		WW.

JCAHO Requirements:

Age of Patients Served (if applicable): 50 to 80+ (Refer to unit/department performance standards)

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 4 of 147. PageID #: 676 Moss Affidavit EXHIBIT 1

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM

Job Title	RECREATION THERAPIST	
000 11110		
Name	DEBORAH MOSS	·
	Date 6/97	1

PERFORMANCE APPRAISAL SUMMARY

It is the commitment of Parma Community General Hospital to appraise all performance without regard to race, color, creed, sex, age, national origin, ancestry, marital status or disability.

	Standard	DESCRIPTION OF THE PARTY OF	b I mentakanna	returns at the same of the		
THE SECTION AND ADDRESS OF THE PERSON ADDRESS OF THE PERSON AND ADDRESS OF THE PERSON ADDRESS		Welght		Scor		Performance tulting Score
1	Provides recreational activities for the unit.	40%	(5)	3	1	
2	Completes an individual	25%	(5)	3	1	200
3	assessment forall patients Participates in intake, referral and development activities	.10%	5	(3)		125
4	maintains standards of commis-	15%	(5)	3	1	30
5	excellence in behavior toward patients, visitors, physicians	T 1 49			1 	75
6	Upholds and supports the mission		5	3	1	
	<u>LYA LUC BOSDICAL and the (</u>	5%	5	(3)	1	15
7	policies and procedures.	·	5	3	1	
8	Overall Inpatient Satisfaction Score for the most recent	5%	5	3	(1)	
9	completed caldendar year.		5	3		_ 5
10					<u>'</u>	
11			5	3	1	
		· ·	5	. 3	1	ĺ
12			5	3	1	
13			5	3	1	
14			5	3	1	
15		100 T	-5.	-3	1	

TOTAL:	450	7_
	-	,

JCAHO Requirements:

Age of Patients Served (if applicable): 50 to 80+ (Refer to unit/department performance standards)

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 5 of 147. PageID #: 677 Moss Affidavit EXHIBIT 1

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM

Reviewer's Comments: Great report with patients, very creative with patient withinties and an asset to the unit-C & ever Patients. Toward her work and Patient. She provides a very pasitive rate model on the unit - Ly thy	PÉREORMANGE APPRAISAL SUMMARY ANDIPLAN FOR DEVELOPMENTAL.
and patient. She provides a ven pasition mule until	Reviewer's Comments:
	Great report with patients, very creative unthopatient activities and a sout to the unit-Cki ener Debbie shows great production & altitude Toward her works and patient. She provides a very possible made until

Your Comments: Cood working environment. Good team effort whiteredisci- plinary applicach All Staff are approachable, willing to little + ofter advice pertaining to treatment of
plinary approach All Stat are approachable, willing to the totter advice pertaining to the month

Employee Signature Nolorsh a Mood CTB	Date_6 17 90
Reviewer's Signature CK, onen Ru	.Date _ 6/17 57 "
Dept. Director's Signature	Date <u>C/17/9</u>
Line Administrator's Signature	Date 6/18/95

Signatures indicate that a discussion has been held concerning this appraisal

MOSS, DEBETE
5/7/97HELPED WITH NURSES DAY CELEBRATION
4/30/97ATTENDED DR. FOX MINI MENTAL INSERVICE
6/97COMPLETED MINI MENTAL COMP
7/9/97ATTENDE INSERVICE ON GROUPS FOR THE ELDERLY
7/23/97ATTENDED SCHIZOPHRENIA INSERVICE
ATTENDED 8/21/97 DEPARTMENT STAFF MTG
ATTENDED RESTRAINT DEMO 8/97
9/97completed core hopsital comp
9/97completed written restraint competency
9/97ON MATERNATY LEAVE

1/6/97RETURNED FORM MATERNATY LEAVE. FLEXIBLE IN HELPING CREATE SCHEDULE TO ASSURE RT COVERAGE ON THE FLOOR

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 7 of 147. PageID #: 679 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

Name:	Delbu Mos			•	Job	Title:		101		·····			
Job Summary: In caring for the patient, identifies the special needs of the patient's age and respective level of growth and development. Demonstrates knowledge and skills necessary to provide care based on the physical, psychosocial, educational, spiritual and safety needs appropriate to the age of the patient. Consideration is given to age specific competencies in all areas of the Job Description/Performance Appraisal.													
						BIRT	н то	18 Y	EARS	3	_		
Legend:	M = Meets NM = Not Meets N/A = Non Applicable	1	infan Birth t 2 monti	0		Presch 1 - 5 yr			School A S - 12 yn			\dolesce 3 - 18 yr	
		М	MM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A
	r age appropriate behavior, motor ve and physiological norms.			<u> </u>									
Recognizes processing development accordingly.	patient's level of psychosocial and modifies interventions												
Recognizes pand expresse accordingly.	palient's psychosexual development and concerns and responds												
Recognizes a in lifestyle (p illness.	anxiety regarding potential changes hysical, economic) resulting from												
	l signs and is aware of accepted as for age group.												
Determines a	and documents head circumference.		<u> </u>							X	<u> </u>		Х
	d administers medication doses ight and age.				Ŀ			ļ , _					
	olf-care abilities/limitations and ed for additional safety measures.												
measures pr	d implements appropriate altemative ior to using restrictive measures soft restraints, etc.).												
abuse or neg	nd documents signs/symptoms of glect. Follows appropriate evaluation g procedures.												
Determines	and documents immunization status.			ļ	<u> </u>	ļ	ļ	<u> </u>	1	<u> </u>		<u> </u>	<u>. </u>
Follows proc a minor, res limitation of	edures for obtaining consent to treat pectful of patient's rights, i.e., treatment.										_	ļ	
Evaluates th patient/famil	e leaming needs and teaches y.												

19 YEARS TO 80 PLUS

Legend:	M = Meets NM = Not Meets N/A = Non Applicable	. 1:	Adult 9 - 40 yr		. 41	Middle Adult - 64 yn	•	6	Late Adult 5 - 79 yr	:	1	Late, La Adult 80+ yrs	t
	•	м	NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A
	s age appropriate behavior, cognitive ogical norms.				J			~			/		
	s patient's level of psychosocial nt and modifies interventions '.				J			1	1		/		
Monitors vit	tal signs and is aware of accepted ges.				J			1			1		
	s anxiety regarding potential changes (physical, economic) resulting from				J			/			/		
Identifies in dependence networks.	creased physical/emotional y needs and availability of support				J			/		<u>.</u>	/		
abuse ór ne	and documents signs/symptoms of eglect. Follows appropriate evaluation ng procedures.				8			1			/		
	s and facilitates age and ntally appropriate responsibility for				1			1			1		
	self-care abilities/limitations and eed for additional safety measures,				Ì			/			/		
measures p	nd implements appropriate alternative prior to using restrictive measures t, soft restraints, etc.).			•	1.			1			/		
	ocedures for obtaining consent to oction of patient's rights.				1			/			/		
	tes knowledge of modification of doses based on age, weight, and				1			/			/		
Evaluates i patient/fam	the learning needs and teaches nily.				/	1		1			1		

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., <u>Textbook of Medical-Surgical Nursing</u>, Sixth Edition, Lippincott, 1988.

*Foster, Hunsburger, Anderson, <u>Family Centered Nursing Care of Children</u>, Saunders, 1989.

6020/952071.0X 7/95 CONFIDENTIAL UH-MOSS 1296

MOSS, DEBORAH (MRS) REC. THERAPIST GERO/PSYCH

MMUNITY GENERAL HOSP(L 1997 A & T RECORD

	:											-								r	יינאנ	<u></u>		,	
1				19	97					:			19	97			•	À				199	97		
	SIN	MON	TUE	_	_			[SIN	MON	TUE	WED		_	_		·	SUN	MON					SAT
••		ļ		1	2	3	4							1	2	3				1	2.	3	4	5	.6
J A	5	6	.7	8	9	10	11			<u> </u>	_			_		_		s E	7	8	9	10	11	12	13
N U				,	ŀ].	M	4	5	6	7	8	9	10		P T							
A R	12	13	14	15	16	1 1	18		A Y	11	12	13	14	15	16	17		Ē M	14	15	16	17	18	19	20
Y	19	20	21	22	2:	24	25			18	19	20	21	22	23	24		B E	21	22	23	24	25	26	27
	26	27	28	29	30	31	1					0.5						R	28	20	30	1	2	3	4
		- '	20	دء) "					25	26	27	28	29	30	31			20	20.7	-		. [
73	2	3	4	5	6	7	8		ı	1	2	3	4	5	6	7	•	0	5	6	7	8	9	10	11
F E	9	10	11	12	13	14	1.5			8	9	10	11	12	13	14	,	C T	12	13	14	15	16	17	18
B R									์ บ								•	T O B							
U A	16	17	18	19	20	21	22		N E	15	16	17	18	19	20	21		B E R	19	20	21	22	23	24	25
R Y	23	24	25	26	27	28	1		14.4	22	23	24	25	26	27	28			26	27	28	29	30	31	1.
	2	3	4	5	6	7	8					_ "						,		3	4	5	- 6		8
-		-			' ;			•		29	30	1	2	3	4	5	•	N	2	J	4	3	٦	_ 1	
M A	. 9	1.0	1.1	12	13	14	15			6	7	8	9	10	1.3	12		Δ 0	9	1.0	11	12	13	14	15
R C	16	17	18	19	20	21	22		J	13	14	15	16	. 17	18	19		E M	16	17	18	19	20	21	22
H			<u>.</u>				·		U L		1.4		1	1.	1.0			В							
	23	24	25	26	27	28	29	•	Y	20	21	22	23	24	25	26		E R	23	24	25	26	27	28	29
	30	31	1	2	3	4	5		•	27	28	29	30	31	1	2			30	1	2	3	4	5	6
A					7.0		10				20			<u> </u>				•							
P	6	7	8	9	10	11	12		A	,3	4	5	б	7	8	9		D E	7	8	9	10	1,1	12	1.3
.R I	13	14	15	16	17	18	19	•	U G	10	11	12	13	14	15	16		C	14	15	16	17	18	19	20
L	20	21	22	23	24	25	26		ប ន						ļ			M B	21	22	23	24	25	26	27
		-			·		<u> </u>		Ţ	17	1 .8	1.9	20	21	22	23	,	E R					•		
	27	28	29	30		$\cdot $				24	25	26	27	28	29	30		•	28	29	30	31			
ļ	SIN	ו אכו	UE V	ED I	HU	RI	SAT			31					<u> </u>			•	SIN	MON	TUE	vED,	ΙΗU	FRI	SAT
				1		٠		•	,		Ŀ			1777	77	_			٠,						

Sun Mon Tue Wed ThuFr

	PARI	ЛА СОМ	MUNITY	GENERA	L HOSPI	TAL			TODA	/ S.DATE
		PERS	DNNEL AU	THORIZAT	TION					1, 1998
SOCIAL SEC	URITY #				LOYEE NA	ME			CLC	ick#
		MOSS	, DEBOR	AH ANN	· ·				03′	752
S	TREET ADDR	ESS			C	ITY, STA	TE		710	CODE
63 SALEM C	OURT			HINK	LEY, OF					233
TELEPHO		DA	TE OF BIR	****************		lITAL	SEX	EMPLO	YMENT	DATE
(330)278-2	882		May 31,	1965	Married	·	F	Dec 1	2 <u>, 1996</u>	<u> </u>
COST CENTER	JOB EFF	ECTIVE			OB TITLE			JOB C	:0pF	Jos
6910	Dec 12,	1996	RECRE	T MOITA	HERAPI;	ST		03160		16
,	· ·					- · · ·		05100	/ <u>/ </u>	1 10
EMPLOYMENT	STATUS	SALAR	Y DATE	HOURL	Y RATE	SA	LARY CH	HANGETY	PE	HOURS PER PAY
SALRD-PT		Dec 6,	1998	015.	5000	Increas	e-Merit			040.00
					la contraction of the	la sociale de	I		I	
Dec 5, 1999	Annual A	PPRAISAL	.:ТҮРЕ	NORM IN 0800	NORM OUT		AUT IN	ALT OUT	MEAL	PMT CODE
1000, 1999	Amuai A	sppraisai		1 0800	1630	30	0000	0000		3
PROF LICENSE#	LHE	ENSE TYP	E	RECENT	ACTIVIT	Y DATE		RECENT A	CTIVITY	
283621066	THERAPIS	T-RECRE	ATION		5, 1998		200.000.0000.00000000000000000000000000	RN FR-LO	**********	or a construction of the Const
			,						· · · · · · · ·	
	EMER	GENCY CO	NTACT N	AME			AREA CODE	TEL	EPHONE	#
MOSS, BILL							440	303-4	759	
4367 W 229 ST	TREET/ADDR	ESS		FAIR	CI VIEW PA	TY STAT	E			CODE
		79 7 7 4			THE TEN	aux, Off	7.	· · · · · · · · · · · · · · · · · · ·	4412	0
TERM DATE	COMMENT	s:		·		· · · · · · · · · · · · · · · · · · ·				
00-00-00										
Est. Adding			*****					<u> </u>		
EV: 10/94 R-010 1/95			Ĺ	CONFIDE	ENTIAL			UH-l∏R	JSS 126	ŪORMS\PR

Parma Community General Hospital

DEC 1 1 1998

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM



<u>MOSS. DEBORAH</u> ANN

Dec 6, 1998

Annual Appraisal 6910 GEROPSYCH UNIT

	19		481-500
	18		461-480
Your performance rating score is:	(17)	X	441-460
460V	16		421-440
	15		401-420
Vous augront colons to	14		381-400
Your current salary is:	13		³ 61-380
\$ <u>14.75</u>	12		341-360
·	11		321-340
	10		301-320
Your salary increase is:	9		281-300
\$,75	8		261-280
T	7		241-260
	6	_	221-240
Your new rate of pay is:	5		201-220
\$ 15.50°/	4		181-200
a	3		161-180
	2		141-160
	1		-140

D13/11

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 12 of 147. PageID #: 684 , Moss Affidavit EXHIBIT 1

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM

Job Tit	RECREATION le	THERAPIST				
					,	
Name	DEBORAH MOS	S	•	Date	6/97	
	· · · · · · · · · · · · · · · · · · ·	•				

PERFORMANCE APPRAISAL SUMMARY

It is the commitment of Parma Community General Hospital to appraise all performance without regard to race, color, creed, sex, age, national origin, ancestry, marital status or disability.

		Welchte		Score		Performance Rating Score
1	Provides recreational activities. for the unit.	<u> </u>	(5)	3	1	175
2	Completes an individual assessment forall patients Participates in intake, referral	ეი 25-	5	3	1	100
3	and development activities	10%	5	3	1	30
4	Maintains standards of service excellence in behavior toward	15%	<u>(5)</u>	3	1	75
5	patients, visitors, physicians and other co-workers		5	3	1	
6	Upholds and supports the mission of the Hospital and its operating	5%	(5)	3	1	25
7	policies and procedures.		· 5	3	1	
8	Overall Inpatient Satisfaction Score for the most recent	5%	15	3	1	5
9	completed caldendar year.		5	3	1	
10	Overall unit Pt Satisfaction	5"/.	(5)	3	1	2 <i>5</i>
11	Overall unit Pt Satisfaction Rec Therap Pt Satisfaction	5%	(5)	3	4	25
12		:	5	3	1	
13			5	3	1	
14	,		5	3	1	
15		• •	5	3	1	•

*****		·
	TOTAL:	460
	IOIAL	7160
		,

JCAHO Requirements:

Age of Patients Served (if applicable): 50 to 80+ (Refer to unit/department performance standards)

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM

PERFORMANCE/ARPRAISALSUMMARY AND PLANFOR DEVELOPMENT	
Reviewer's Comments:	Ī
Deblic continues to provide intersting groups and events on	
unit for patients Communates + works well with striff +	_
patients An esset to our unit C Kiener MSNENCS-	긬
Debbus has prouen to be a solid & Consider team Member throughout the	_
year Her attolade is always gasotive i she insustains an excellent relationship	,
with path patients i staff the displays excellent working skells with our patients	
i variante de la companya de la comp	
und 16 boking for ways to morne our groupen Debore Continues to be an	
EMPLOYEE COMMENT SECTION	
Your Comments:	
I will continue to provide quatty programing	
to ptis and offer support to further enhance	
the unit. Dolor a moss	•
•	
Employee Signature Doboth Q Moon Date 12-7-98	
Reviewer's Signature Date	
Dept. Director's Signature <u>C以 ener MSD らいい</u> Date <u>11/23/78</u>	
Line Administrator's Signature Date 12/10/98	

Signatures indicate that a discussion has been held concerning this appraisal

(1RMA COMMUNITY GENERAL HOSPITAT

MOSS, DEBORAH ANN
Dec 12, 1996
RECREATION THERAPIST
LOA-SAL-FF-W/PAY R/T 2011-45
GEROPSYCH UNIT

A & T RECORD .

1998

			19	98			
	SIN	MON	TUE	WEI	ואני	FRI	SAT
Ĵ					1	2	3
A N	4	5	-6	7	8	9	10
U A R	11	12	13	14	15	16	17
Ÿ	18	19	20	21	22	23	24
	25	26	27	28	29	30	31
	1	2	3	4	5	.6	7
F E B	8	9	10	13	12	13	14
R U A	15	16	17	18	19	20	21
R. Y	22	23	24	25	26	27	28
-	1	2	3	4	5	6	7
M	8	9	10	11	12	13	14
A R	15	16	17	18	19	20	21
H	22	23	24	25	26	27	28
	29	30	31	1	2	- 3	4
A	5	6	7	8	9	10	11
P R I	12	13	14	15	16	17	18
Ĺ	19	20	21	22	23	24	25
	26	27	28	29	30		
	SIN	MON	ne	WED.	THE	-RT	SAT

			L998		·		
•	SN	KCK	TUE	MED	iun j	RI K	SAT
						1	2
м	3	4.	5	6	7	8	9
A Y	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
	24	25	26	27	28	29	30
	31	1	2	3	4	5	.6
J U	7	8	9	10 J	11	12	13
N E	14	15	16	17	18	19	20
•	21,	22	23	24	25	26	27
	28	29	30	1	·2	3	4
J	5	6	7	8	9	10	11
U L	12	13	14	15	16	17	18
. Y	19	20	21	22	23	24	25
	26	.27	28	29	30	31	1
- A	2	3	4	5	6	7	8
u · G u	9	10	11	12	13	14	15
S	16	17	18	19	20	21	22
. •	23	24	25	26	27	28	29
	SN	MIN	TYTE	WED)	11-111	1 (7-1	SAT

			19	98			
ſ	SN	MON	TUE	WED	ונית	RI	SAT
	30		1	2	3	.4	5
S E	6	7	8	9	10	11	12
P T	13	14	15	16	17	18	19
E M B	20	21	22	23	24	25	26
E R	27	28	29	30	1	2	3
0	4	5	6	7	8	9	10
T O	11	12	13	14	15	16	17
B E R	18	19	20	21	22	23	24
•	25	26	27	28	29	30	31
	I.	l	i	ł	'		
Nt.	1	2	3	4	5	6	7
N O	8	2				6	
0	_		10	11	12		14
O V E M	8	9	10 17	11	12	13	14
O V E M B E	8	9 16 23	10 17 24	11 18 25	12	13 20	14 21
O V E M B E R	8 15 22	9 16 23	10 17 24	11 18 25	12 19 26	13 20 27	14 21 28
O V E M B E R D E C	15 22 29	9 16 23 30	10 17 24	11 18 25	12 19 26	20 27 4	14 21 28
O V E M B E R	15 22 29	9 16 23 30	10 17 24 1 8	11 18 25 2	12 19 26 3	13 20 27 4 11	14 21 28 5
O V E M B E R D E C E M	15 22 29 6	9 16 23 30 7 14	10 17 24 1 8	111 18 25 2 9	12 19 26 3 10	13 20 27 4 11	21 28 5 12

MOSS, DEBORAH (MRS) REC. THERAPIST

GERO/PSYCH

1-42

UNIT

	1997								1997								1997								
	SN	MON	TUE	WeD	TH	FRI	SAT			SN	MIN	ME	d car	HU İ	RI E	SAT		•	SN	MON	THE	W-D	144.1	RI	SAT
J				1			_							1	2	3				1	2	3	4	_	.6
A N	5	6	.7	8	9	10	1.1		M	4	.5	6	7	8	9	10		S E P	7	8	9	10	11	12	13
U A R	12	13	14	15	16	17	18	•	A Y	11	12	13	14	15	16	17		T E M	14	15	16	17	18	19	20
Y	19	20	21	22	23	24	25			18	19	20	21	22	23	24		B E	21	22	23	24	25	26	27
	26	27	28	29	30	31	1			25	26	27	28	29	30	31		R	28	29	30	1	2	3	4
F	.2	3	4	5	6	7	8	z	-	1	2	3	4	5	6	7	•	0	5	6	7	8	9	10	11
E B	9	10	1 1	12	13	14	1 5		J	8	9	10	11	12	13	14	•	C T O	12	13	14	1.5	16	17	18
R U A	16	17	18	19	20	21	22		U N E	15	16	17	18	1 9	20	21		B E R	1.9	20	21	22	23	24	25
Y.	23	24	25	26	27 ·	28	1		. —	22	23	24	25	26	27	28			26	27	28	29	30	31	1
	2	3	4	5	.6	7	8			29	30	1.	2	3	4	5		N	7	3	4	5	6	7	8
M A	9	10	11	12	13	13	15			6	7	8	9	10	11	12		0 V	9	10	11	12	13	14	15
R C H	16	1.7	18	19	20	21	22 ·		J U,	13	14	15	16	17	18	19		E M B	16	17	1.8	19	20	21	22
ш	23	24	25	26	27	28	29	•	Y	20	21	22	23	24	25	26		E R	23	24	25	26	27	28	29
٠	30	31	1	2	3	.4	5	•		27	28	29	30	31	1	2			30	1	2	3	4	5	6
A P	6	7	8	9	1.0	11	12		A	.3	4	·5	6	7	8	9		D E	7	8	9	10	11	12	13
R I L	13	14	15	16	17	18	19		G U	10	11	12	13	14	15	16		C E	14	15	16	17	18	. 1.9	20
	20	.21	22	23	.24	25	26	•	s T	17	1,8	19	20	21	22	23		· М В • Е	21	22	23	24	2 5	26	27
	27	28	29	30		. '	\dashv	•		24	25	26	27	28	-29	30	ļ.	R :	28	29	30	31			
•	SIN	201 2	UE	rices	HŲ (RI	TAE	,		31,						 -		•	<u>an</u>	MCM	TUE	WED	TU	FRI	TAS
				-		:	•.	•	•	Sun	Mon	Tue	Wed	Thu	Fr	Sa			•	٠.	•			•	

CONFIDENTIAL

UH-MOSS 1265

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 16 of 147. PageID #: 688 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

Name: Debbie Moss			-	Job	Title	· 	R	<u>ده ۲۰</u>	2AT1	SNA	<u>.T</u>	جمعو
Job Summary: In caring for the patient, ident level of growth and developm provide care based on the ph appropriate to the age of the in all areas of the Job Descrip	ent. ysic patie	Dem al, ps ent. C	onstr ychos onsid	ates socia lerati	know II, edu ion is	ledge Ication given	and al, s	skilis piritua	neces al and	sary safe	to tv ne	eds
,					BIRT	н то	18 Y	ÆAR:	 S			
Legend: M = Meets NM = Not Meets N/A = Non Applicable	1	Infan Birth 1 2 mont	lo	Preschool 1 - 5 yrs *			School Age 6 - 12 yrs *			Adolescent 13 - 18 yrs *		
	М	NM	N/A	М	NM	N/A	М	MM	N/A	М	NM	N/A
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.												
Recognizes patient's level of psychosocial development and modifies interventions accordingly.												
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.		•										
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.												
Monitors vital signs and is aware of accepted normal ranges for age group.												
Determines and documents head circumference.									X			X
Prepares and administers medication doses based on weight and age.		•										
Evaluates self-care abilities/limitations and identifies need for additional safety measures.												
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).				•								
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.												
Determines and documents immunization status.												
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.												
Evaluates the learning needs and teaches												

patient/family.

19 YEARS TO 80 PLUS

	_			_				00 1 2					
Legend: M = Meets NM = Not Meets N/A = Non Applicable	1	Adul 9 - 40 y		41	Middle Adult 64 yn	_	Late Adult 65 - 79 yrs **				Late, Late Adult 80+ yrs **		
	W	NM	N/A	M	NM	N/A	М	NM	N/A	М	NM	N/A	
Recognizes age appropriate behavior, cognitive and physiological norms.	7			ノ			1			V			
Recognizes patient's level of psychosocial development and modifies interventions accordingly.	1			7			ノ			1			
Monitors vital signs and is aware of accepted normal ranges.	1			7			1			J			
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.	1			7			1			1			
Identifies increased physical/emotional dependency needs and availability of support networks.	1			/			1			V			
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.	1			7			7			1			
Encourages and facilitates age and developmentally appropriate responsibility for self-care.	1			1			1			/			
Evaluates self-care abilities/limitations and identifies need for additional safety measures.	4			기			ノ			7			
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).	7			7			7			7			
Follows procedures for obtaining consent to treat, respectful of patient's rights.	1			7			7			기			
Demonstrates knowledge of modification of medication doses based on age, weight, and sensitivity.	7			7			V			7			
Evaluates the learning needs and teaches patient/family.	4			4			V			7			
•	-						0	Ke	nen f	ı			

6020/9520710X7/95 CONFIDENTIAL **UH-MOSS 1267**

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., Textbook of Medical-Surgical Nursing, Sixth Edition, Lippincott, 1988.

^{*}Foster, Hunsburger, Anderson, Family Centered Nursing Care of Children, Saunders, 1989.

MOSS, DEBBIE 1998

2/6/98CONTINUES TO PROVIDE CREATIVE ACTIVITIES FOR PATIENTS.

5/13/98 CONTINUES TO PROVIDE CREATIVE ACTIVITIES TO PATIENTS.

7/19/98 HELPS FILL IN VACATION TIME. PROVIDES INTERESTING GROUP ACTIVITIES.

HELPFUL ON UNIT WHEN STAFF RATIO LOW

10/30/98 DEBBIE ORGANIZED A HALLOWEEN PARTY FOR THE PATIENTS AND STAFF ON THE UNIT.

CONFIDENTIAL

UH-MOSS 1268

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 19 of 147. PageID #: 691 Moss Affidavit EXHIBIT 1

Parma Community General Hospital EMPLOYEE'S EDUCATION RECORD

Name: Debolah Moss	Bostion: Rocks Ha	Thekpk Employee #:	ma be
Department: BCOA	. vs.tion	Year:	12/16

			_		Т		,		Y			
Date	Title of Program	Orlentation	inservice :	Continuing Education	Incidental	Age Related	Mandatory	Competency	Location	n/Sponsor	Total #	Contact Hours
5-28-98	Group troot ment			X					BCOA.	PCGII	1,5	
	in Gerlotic Pop.	·							 			
4-30-98	in Gerlotic Pop. Alternatives to			X					PC6H	COAFE	, 9	
	Restraints											
10/98	Sofety							X	BCOA	PCGH		
- N	Infections Diage							X	11	1		****
						•	•					·
,	•											
	•											
<u> </u>												
		-,-		_					*			
			 									·
								— .				
									•	·		
				\dashv	-							
		-		 								
		\dashv								· · · · · · · · · · · · · · · · · · ·		
					\dashv				 -			·
		-	_	-	_							
				_			_		7			
	*	-			\dashv	\dashv		_	·	<u> </u>		
N-155 4/96			l						····			

N-155 4/86 9110/9516312W 6/95

Parma Community General Hospital

EMPLOYEE'S EDUCATION RECORD (cont'd) ACCOMPLISHMENTS

Staff Meetings

In the box on the left, enter a check mark by the month of each staff meeting you attended. Circle those not attended. In the box on the right, circle the months you presented at a staff meeting and indicate the topic next to the month.

Attendance										
Jan	Jul :									
Feb	Aug									
Mar	Sep									
Apr .	Oct									
May 1	Nov 1									
Jun	Dec									

	Presentations	· · · · · · · · · · · · · · · · · · ·
Jan	Jul	
Feb	· Aug	
Mar	Sep	
Apr	Oct '	
May	Nov	
Jun	Dec	

Committee Participation

Enter the names of the committee(s) on which you participate. Check the months of attendance. Check if unit, department, or hospital level.

		.eve	1				Mor	ith c	f At	tend	iano	e			
Committee Name	U N I T	DEPT	HOSP	J A N	F E 8	M A R	A P R	M A. Y	j	J	Α	SEP	007	<0×	DEC
Referal & Development	$$ \succeq				_	<u> </u>							F		≯
,			<u> </u>				L		_						
				<u> </u>		_			L				L_		
	<u> </u>	_			ļ		<u> </u>		_		_		_	_	
		-	_	-	<u> </u>	_		_		<u> </u>	<u> </u>	_			
•	 	-	<u> </u>		<u> </u>	_	_		_		<u> </u>		ļ		
			L			<u>L</u>	L		Ţ				ł		1

Special Certification(s) Earned

Enter the title of the certification (M/S, CCA, ACLS, Code Pink, Chemotherapy, etc.) and the date of approval.

Title	Date					
Certified Redeation The Exertic Sportalist (CTRS)	1989 · expirator					
•						

Note: Forward to Human Resources with Annual Performance Review

	PARMA COMMUNITY GENERAL HOSPITAL TODAY S. DATE:									
		PERS	ONNEL AUT	THORIZAT	ION				Jul 7, 1	998
SOCIAL SECU	RITY#			EMP	LOYEE NA	ME			CLO	CK #
		MOSS,	DEBORA	H ANN		· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·	****	0375	<u>;2 </u>
ST	REET ADDR	ESS			G	ITY, STA	E		ZIP	CODE
63 SALEM COU	V. S. C.			HINKI	EY, OH				4423	3
TELEPHON (330)278-288	38380 6383 633000 543	200.000.0000000000000000000000000000000	ATE OF BIR May 31, 19		Married	UȚAL ()	SEX F	22 7*************	OYMENT 12, 1996	DATE
(330)210-200.			uy UI, I		-			1 1000	.2, 1990	
COST CENTER	JOB EFF	ECTIVE			IOB TITLE			JOB	CODE	JOB GRADE
6910	Dec 12, 1	1996	RECREA	TION TI	IERAPIS	T		03160	01	16
EMPLOYMENT	OTATUS	SALAT	IY DATE	&HOURI	V HATE	S.	MARY C	HANGET	Able:	HOURS PER PAY
SALRD-PT		Jan 6, 1		014.7		Decrease				040.00

APPHSL: DATE		APPRAISA	LETYPE		NORM DUT		ALTIN	ALT OUT	MEAL	PAT CODE
Dec 6, 1998	Annual A	ppraisai	<u> </u>	0800	1630	30	0000	φ000		3
PROF. LIGENSE#	旦	CENSETY	PÉ	RECEN	T ACTIVIT	Y DATE		RECENT	ACTIVITY	
283621066 Т	HERAPIS'	r-recre	ATION	Jan 6	, 1998	11 774.00	RETUR	N FR-LO	A-SAL-1	T
				/ S.V						
	EMEI	RGENCY C	ONTACTIN	AME			AREA CODE		ELEPHON	E #
MOSS, BILL			,	<u></u>	<u> </u>		440	- 1 - 303 4	759	<u> </u>
S	TREET ADD	RESS-			(NTV, STA	ÎJE		ZiP	CODE
367 W 229 ST				FAIRV	IBW PA	RK, OH			44126	
S. ALLEN AND CO.	CONTRACT	ITC.	·				A 1 100 A	· · · · · · · · · · · · · · · · · · ·		
TEHM DATE (0-00-00	COMMEN	419;								
				ONFIDE	NTIAL			UH-M	1088 1273	FORM
REV: 10/94										FUHM5/P

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 22 of 147. PageID #: 694 Moss Affidavit EXHIBIT 1.

PARMA COMMUNITY GENERAL HOSPITAL

JUN 2 6 1998

Date 10/4 5, 1998

EMPLOYEE CHANGE AUTHORIZATION:

Replacing (Name) Position Control Number Change Stote from Change Status from Change Status from Mon-Exempt to Exempt Change Status from Non-Exempt to Non-exempt Change Status from Not On Call to Not On Call Change Status from Not on Call to Not On Call Change Status from Not on Call to Not On Call Change Status from Not on Call to On Call Change Status from Not on Call to On Call Change Status from Not on Call to On Call Change Status from Change Status from (E.T., P.T., PRN, Job Share, Student) Change Findstation Date from (E.T., P.T., PRN, Job Share, Student) Change Freshalation Date from (I.2.2) Change Freshalation Date from (I.2.2) Change hours/week from to Change from to LaCa.A Infermation not listed below should be included on LOA form. Reinstatement Date (First day back) Cancel LOA (if upplicable) Change Name, Address, Phone to: (Complete all blanks) Name Datho(A.A. Moss Address to Solem Court Cliv, State Status Moss Address La Solem Court Change Thom Maritel Status Moss Maritel Moss Maritel Status Moss Maritel Status Moss Maritel Status	Employee Name Deborah A Moss Social Security No. Position Recreation Therapist Division BCOA	Transaction Type: Department Director	Status Change Correction ! Kilman f (Signature)	ر
Position Control Number	Replacing (Name)			
Change Salary from	=	•		Effective Date
Change Status from Non-Exempt to Exempt Change Status from Non-Exempt to Non-exempt Change Status from Call to Not On Call Change Status from Not on Call to Not On Call Change Status from Not on Call to Not On Call Change Job Title from to Change Industry from to Change Industry from to Change Status from (F.T., P.T., PRN, Job Share, Student) Change Status from to Change Evaluation Date from to Change Ferm Shift Code from to (1,2,3) Change Industryweek from to Change Industryweek from to Change from to Change from to Change from to Change from to Change Information not listed below should be included on LOA form. Reinstatement Date (Pirst day back) Cancel LOA (if applicable) Change Name Address, Phone to: (Complete all blanks) Name Deborah A Moss Address 63 Solem Courl City, State 110 Klour Ching Zip Code 111 23 Phone 330 278 2882 Zip Code 112 23 Phone 130 City (Fome) Marital Status Morrice Marital Status Morrice (Fome) (Fome) (Fome) (Fome)	 -	to		
Change Status from Non-Exempt to Exempt Change Status from On Call to Not On Call Change Status from Not on Call to Not On Call Change Status from Not on Call to On Call Change Status from Not on Call to On Call Change Job Title from to Change Budget Number from to Change Status from [F.T., P.T., PRN., Job Share, Student) Change Status from to Change Evaluation Date from to Change Ferm Shift Code from to Change Perm Shift Code from to Change Perm Shift Code from to Change Information not listed below should be included on LOA form. Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name Address, Phone to: Complete all blanks) Name Deboto A Moss Address Address Address City, State Hankley Chio Zip Code 114233 Packe 330 278 2882 Zip Code 1140 678 787078 Marital Status Montage Marital Status Mont	-		·····	
Change Status from Exempt to Non-exempt Change Status from On Call to Not On Call Change Status from Not on Call to On Call Change Job Code from to Change Job Code from to Change Budget Number from to Change Status from (F.T., P.T., FRN., Job Share, Student) Change Status from to Change Evaluation Date from to Change Ferm Shift Code from to Change Perm Shift Code from to Change hours/week from to Change Inform to Change from to Change from to Change Mours/week from to Change in Case of Emergency To: Complete all blanks) Name Deberg A Moss Address Address La Salem Couch Address Address City, State Lan Lau Chio Chonge Change in Case of Emergency To: Complete all blanks) Name Bill Moss Address Address La City, State Lan Lau Chio City, State Lan Lau Chio Chonge Change from Couch Address City, State Lan Lau Chio Chione Change from Exemption Change from to Change from t	· · · · · · · · · · · · · · · · · · ·		<u></u>	
Change Job Title from to Call to On Call Change Job Code from to Change Job Code from to Change Budget Number from to Change Budget Number from to Change Status from (F.T., P.T., PRN., Job Share, Student) Change Evaluation Date from to Change Perm Shift Code from (1,2,3) Change hours/week from to Change from Change from to Change from Change from to Change from Cha				
Change Job Title from to Call to On Call Change Job Code from to Change Job Code from to Change Budget Number from to Change Budget Number from to Change Status from (F.T., P.T., PRN., Job Share, Student) Change Evaluation Date from to Change Perm Shift Code from (1,2,3) Change hours/week from to Change from Change from to Change from Change from to Change from Cha	•			
Change Job Code from	_			
Change Budget Number from to to Change Status from (F.T., P.T., PRN., Job Share, Student) Change Evaluation Date from to Change Perm Shift Code from (1,2,3) Change hours/week from to Change from Change from to Change from Change from to Change from C	· · ·	to		
Change Status from				•
Change Perm Shift Code from to (1,2,3) Change hours/week from to Change from to L.O.A Information not listed below should be included on LOA form. Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name Address. Phone to: (Complete all blanks) Name Deboch A Moss Name Bill Moss Address Lank Lank Lank Lank Colty, State Lank Colty, State Lank Lank Colty, State Lank Colty	· ·			
Change Perm Shift Code from to (1,2,3) Change hours/week from to Change from to L.O.A Information not listed below should be included on LOA form. Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name Address. Phone to: (Complete all blanks) Name Deboch A Moss Name Bill Moss Address Lank Lank Lank Lank Colty, State Lank Colty, State Lank Lank Colty, State Lank Colty	Change Status from	to		
Change Perm Shift Code from to Change hours/week from to Change from to Change from to L.O.A Information not listed below should be included on LOA form. Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name, Address, Phone to: (Complete all blanks) Name Dr. boron A.A. Moss Name Bill Mass Address 6.3.5 alem Court City, State Linkley, Chio City, State Zip Code 1112,33 Phone 330 278-2882 Zip Code Phone 140 303-1759 Address City, State Zip Code Phone 140 303-1759 (Klome)	(F.T., P.T., PRN., Job Share, Student)			
Change hours/week from to	Change Evaluation Date from	to		
Change from to Change from to L.Q.A Information not listed below should be included on LOA form. Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name, Address, Phone to: (Complete all blanks) Name Debotah A Moss (Complete all blanks) Name Debotah A Moss (Complete all blanks) Address 6.3 5 a fm Court (Complete all blanks) City, State 110 10 10 10 10 10 10		to		
Change		to		
Change				
L.O.A Information not listed below should be included on LOA form. Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name, Address, Phone to: (Complete all blanks) Name Deboto A.A. Moss Address 635 alem Court City, State 140 kley, Cahio City, State Zip Code 14233 Phone 330 278-2882 Zip Code Phone 440 302-475 9 Marital Status Moxies (Home)	· · · · · · · · · · · · · · · · · · ·			
Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name, Address, Phone to: (Complete all blanks) Name Debota A Moss Address 63 5 alem Court City, State 140 Kley (2hio City, State Zip Code 14233 Phone 330 278-2882 Marital Status Married Change in Case of Emergency To: (Complete all blanks) Name Bill Moss City, State Zip Code 44233 Phone 330 278-2882 Zip Code Phone 440 303-4759 (Home)	Change	~		D
Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name, Address, Phone to: (Complete all blanks) Name Debota A Moss Address 63 5 alem Court City, State 140 Kley (2hio City, State Zip Code 14233 Phone 330 278-2882 Marital Status Married Change in Case of Emergency To: (Complete all blanks) Name Bill Moss City, State Zip Code 44233 Phone 330 278-2882 Zip Code Phone 440 303-4759 (Home)	L.O.A Information not listed below should be included on LOA form.			
Change Name, Address, Phone to: (Complete all blanks) Name Deboto A Moss Address 63 Salem Court City, State 140 Kley, Cabio Zip Code 14233 Phone 330 278-2882 Marital Status Moss Marital Status Moss Change in Case of Emergency To: (Complete all blanks) Name Bill Moss City, State Zip Code 14233 Phone 330 278-2882 Zip Code Phone 440 303-4759 (Home)				
(Complete all blanks) (Complete all blanks) Name Debota A Moss Name Bill Moss Address 635 alem Court Address City, State 110 Kley Chio City, State Zip Code 14233 Phone 330 278-2882 Zip Code Phone 440 303-4759 Marital Status Married Home)	• • • • • • • • • • • • • • • • • • • •		•	,
Address 635 alem Court City, State Hankley, Ohio Zip Code 44233 Phone 330) 278-2882 Marital Status Married Address City, State Zip Code Phone 440) 303-4759 Hankley Code Phone 440) 878-2020 (Home)	(Complete all blanks)	(Complete all blanks)	
City, State 110 Kley Cabio City, State Zip Code 14233 Phone 330) 278-2882 Zip Code Phone 440) 303-4759 (Home) Marital Status Maryled Phone 440) 878-3020	Name Deborah A Moss	Name <u>Bill Moss</u>	·	
Zip Code 44233 Phone 330) 278-2882 Zip Code Phone 440) 303-4759 (Home) Marital Status Married (Home)	Address 635 alem Court	Address		
Marital Status Married (Home)				110 10
Marital Status Married 110000	Zip Code <u>14233</u> Phone <u>330) 378- 2882 </u>	Zip Code	7	14/159 \ (Hama)
	Marital Status Married		44018787	ZOZO CZONIEJ
	9110/9333407W			

P-32 12/93

WHITE -- Human Resources YELLOW -- Dept.

UH-MOS 1274 29

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 23 of 147. PageID #: 695

PARMA COMMUNITY GENERAL HOSPITAL PROFESSIONAL CONDUCT AND CODE OF ETHICS

Adherence to the Clinical Code of Ethics Statement, as described below, is expected of all employees and is essential to ensure the continuing success of the program.

- A. Any physical, sexual or verbal abuse, or neglect or mistreatment of patients is unacceptable.
- B. All staff members are restricted from conducting intimate, persona, and/or financial business relationships of any kind with patients and their families who have been treated by the unit within one year of the patient's discharge. The only exception to this policy is where there is a relationship that was established prior to the patient's admission. In this situation, it is the employee's responsibility to advise their respective supervisor of the relationship prior to, or at the time of the patient's admission.
- C. All recommendations and decisions regarding the initiation, modification, continuation or cessation of any patient's clinical treatment are based solely upon the patient's best interest and are never influenced by a staff member's potential or actual personal or financial gain. Staff members do not direct, recommend, encourage, induce or coerce another staff member, referral source, patient's family or patient to make a clinical decision/recommendation or accept a clinical recommendation that they either know, or should have known is not in the patient's best interest.
- D. All staff members are bound by applicable accreditation standards, local, state and federal laws, regulations and codes regarding patient confidentiality, patient rights and staff conduct involving patient treatment.
- E. Staff members do not accept tips or extra remuneration from patients or families, nor do they accept personal liability for any outstanding patient fees.
- F. Employees are expected to maintain a public image that does not detract from the reputation of the program or hospital. Public intoxication (including any incident of alcohol consumption or use of mood altering substances that results in a public display of behavior commonly associated with intoxication), as well as other public behaviors that could adversely affect the reputation of the program and/or hospital are prohibited.
- G. Any member convicted of possession or use of any illegal drug or mood altering substance is subject to corrective performance action or involuntary termination.
- H. The use or possession of any illegal drug or illegal mood altering substance may be grounds for corrective performance action or involuntary termination.
- No staff member will be under the influence of alcohol or any other mood altering substance, whether prescription or otherwise, while at work. Staff members, taking prescribed medication which may affect their ability to perform their job function, are encouraged to review the situation with their supervisor.
- J. A staff member who is a member of a self-help organization will not become a sponsor to any discharged patient or family member.

518n @19100\$5.1273

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 24 of 147. PageID #: 696 Moss Affidavit EXHIBIT 1

)

PARMA COMMUNITY GENERAL HOSPITAL TODAY'S DATE PERSONNEL AUTHORIZATION 04/21/99 * Druha Empury SOCIAL SECURITY # EMPLOYEE NAME CLOCK # MOSS, DEBORAH ANN * 04942 STREET ADDRESS CITY, STATE ZIP CODE 63 SALEM COURT HINKLEY, OH <u>44</u>233 TELEPHONE # DATE OF BIRTH MARITAL SEX EMPLOYMENT DATE (330)278-2882 05/31/65 Married 12/12/96 COST CENTER JOB EFFECTIVE JOB TITLE JOB GRADE JOB CODE 6710 04/18/99 PT CARE HOST/HOSTESS 040211 16 **EMPLOYMENT STATUS** SALARY CHANGE TYPE SALARY DATE HOURLY RATE ROURS SALRD-FT 04/18/99 006.4600 Increase-Merit 032.00 NORW IN NORM OUT MEAL ALT OUT APPRSL. DATE NEXT APPRAISAL TYPE ALT IN MEAL PMT CODE 12/05/99 Annual Appraisal 1300 2130 30 0000 0000 3 LICENSE TYPE RECENT ACTIVITY DATE RECENT ACTIVITY PROF, LICENSE # 283621066 THERAPIST-RECREATION 04/11/99 CHG-TO-SALRD FT EMERGENCY CONTACT NAME TELEPHONE# MOSS, BILL 440 303-4759 STREET ADDRESS CITY, STATE ZIP CODE 4367 W 229 ST FAIRVIEW PARK, OH 44126 TERM DATE COMMENTS: 00-00-00 CONFIDENTIAL **UH-MOSS 1239**

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 25 of 147. PageID #: 697 Moss Affidavit EXHIBIT 1

Deboral Moss)

Primary Job: Rec. Therapist BCOA PT- 40 hrs/pay

APPLICANTS: PLEASE DO NOT WRITE ON THIS PAGE

taterviewer	Date and Time
Department Interviewer	Date and Time
Date - Logged in	References Sent
Offer letter mailed	Acknowledgment Card
☐ New Hire ☐ Rehire ☐ Reinstate (After 90 Days) (within 90 days	Double Employee Term date Orig. hire date
Orientation Date	Report to al
Date of Hire U . 18.99	Shift
Job Tille Patrent Service It	ostess Department Nursins .
^	t Center#
Position Control Number	Job Code 04 03 11
•	Hours
Afull time Deray tothe This july 17 hrs/pay tothe	RN D Temporary D Summer D On Call D Exempt
DOB M Jule Maritan Status	
Physical Exam.	Check List Orientation Folder
Folder Sent Yes No	Confidentiality Statement File Folder
Benefits	References Release Parking Permit
Foderal W-4 State	Employee Handbook Uniforms
State	Background Check Photo I,D
Cyborg DB 4/19	F.P.B.C. Needs-done Test Needed
Department Copy <u>CC: TC, JB. P</u>	⊆ P R Employment Authorization
Replacement for	3a
	CONFIDENTIAL UH-MOSS 1240

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 26 of 147. PageID #: 698 Moss Affidavit EXHIBIT 1

SENT TO: #PC

SENT TO: SANDRA HUNTER, POSITION CONTROL

CONFIDENTIAL

UH-MOSS 1241

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 27 of 147. PageID #: 699 Moss Affidavit EXHIBIT 1

RMA COMMUNITY GENERAL HOSPITAL Date 4-8-99 EMPLOYEE CHANGE AUTHORIZATION Transaction Type UMAN Employee Name Status Change Social Security No. RECREATION Position Division Department Director >-(Replacing (Name) 32 HRS (HALL) Position Control Number Effective Date Change Job Grade from Change Salary from Change Status from Non-Exempt to Exempt * DUAL EMPLOYEE Change Status from Exempt to Non-exempt Change Status from On Call to Not On Call Change Status from Not on Call to On Call Change Job Title from to PT. SERVICE HOST Change Job Code from ___ Change Budget Number from Change Status from ___ (F.T., P.T., PRN., Job Share, Student) Change Perm Shift Code from (1,2,3)Change _ Change _from_ , L.O.A. - Information not listed below should be included on LOA form. Reinstatement Date (First day back) Cancel LOA (if applicable) Change Name, Address, Phone to: Change in Case of Emergency To: (Complete all blanks) (Complete all blanks) Name _____ Name_ Address ___ Address City, State City, State Zip Code _____ Phone _____ Zip Code ____ Phone ____

9110/9333407W

P-32 12/93

(Work)

(Home)

Marital Status

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 28 of 147. PageID #: 700 Moss Affidavit EXHIBIT 1

PARMA COMMUNITY GENERAL HOSPITAL
Work Ext. # 4335 Home Phone #(330 225 -959
Name: Deborah A Moss Date: 3/19 (2/1/2
Present Position: Recreation Therapist Dept: BCOA
Position Applying For: Pt Service Hostess Rehab for 8 Step do
Reason for your Transfor moreotte
To my current posttlon. Share my SKIIIs wi
others,
Qualifications: (Specifically list relevant education and/or experience)
courses completed: BA Recreation + 1.215 U12. Services
Kent State
Training & Experience: Over 10415, of direct of- Cale.
I enjoying helping people.
HUMAN RESOURCES DEPARTMENT WILL COMPLETE BELOW THIS LINE
Hire Date: $12 \cdot 12 \cdot 94$
Current Salary: CAIG Salary Range of position applied for: (14.7)
Employment History: of position applied for: 0.2
Position nepartment (Company)
<u>Dates</u>
Attendance/Tardiness: h /~
THE STATE OF THE S
Disciplinary Actions/Warning Notices: n/L
The state of the s
Summary of Performance Armaicals: PIGP = 111.0
Summary of Performance Appraisals: 19/98 - 460 Exceed 4 Stds,
Summary of Performance Appraisals: 1998 - 460 Exceeded 4 Stds, Including Service excellence

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 29 of 147. PageID #: 701 Moss Affidavit EXHIBIT 1

Mk(2.5 1999	
Application Logged In:	Interview by Human Resources:
•	Interview by Department:
Recommendation of Human Resources Depart	
Part time 40 hrs/pay 10	
73	
	•
nc nc	,
Name: DS.47	Title:
Recommendations of Employees' current De	partment Director/Supervisor:
- Debbu is a very dependable	•
isout is any dependent	- Are in second or an
- was seen and seen with	
Attendance/Tardiness Record:	
Name: KI KIND INSK! PAUS	Title: juin Manage 3600
Decision of Department Director where vac	mitte: <u> </u>
transfer.	
	_ Recommended for Transfer
<u>.</u>	_ Not Recommended at Present Time
Reason:	•
	1
Name: Name: Sur ten	Ou Date: 4/2/99
Effective Date of Transfer: 4/18/	199
Rate of Pay: 46.46	
FORM P-31	*************************************
5/93 CON	FIDENTIAL UH-MOSS 1244

National Council for Therapeutic Recreation Certification

Be it known that

Deborah Ann Moss

National Council for Therapeutic Recreation Certification and is hereby granted has met the requirements of the Professional Standards advanced by the

Therapeutic Recreation Specialist

and is duly authorized to use the initials CTRS as an indication of professional competency

}

Certification Number 5/31/00

Kasa Sular

Karen Luken, M.S., CTRS Chair of the Board of Directors

Peg Connolly, Ph.D., CTRS Executive Director 81991, National Council for Therapeutic Recreation Certification, Inc. This document shall be used only in accordance with NCTRC Standards and rules and shall be returned upon request.

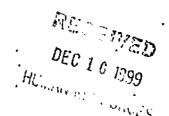
CONFIDENTIAL

UH-MOSS 1246

ľ	PARMA COMM	UNITY GENERAL HOSE	PITAL	TODAYS DATE
	PERSOI	NNEL AUTHORIZATION		12/21/1999
SOCIAL SECURIT	Y #	EMPLOYEE NAME MOSS, DEBORAH ANN		DOCK NUMBER 03752
	<i>ET ADDRESS</i> ALEM COURT	<i>CITY,9TA</i> HINKLEY, (<i>ZIP €0]3F</i> 44233
######################################			West Commission of the Commiss	MENI DATE 112/1996
6910	<i>DB EFFECTIVE</i> 12/12/1998	JORTHIE RECREATION THERAPIST	<i>JOB COJ</i> 031601	
EMPLOYMENTSY SALRD-FT	4715S SALARY DATE 12/05/1999	16,2600	ARY CHANGE TYPE Increase-Merit	Hoursper Est 40.00
47.PRSL DATE 12/03/2000	N <i>EXT APPRATSAL TYPE</i> Annual Appraisal	NORM NORM MELL M. 901 0800 1630 30	TIN ALT OUT MEAR	3
CFRITTICENSE THERAPIST- RECREATION	<i>CEPNO</i> 283621066	RECENT ACTIV I TY DATE 04/11/ 1999	RECENTA CHG-TO-SA	<i>CTTVTTY</i> LRD FT
	EMERGENCY CONTACT: MOSS, BILL	VAME		<i>PHONE #</i> 3-4759
	<i>TADDRESS</i> W 229 ST	<i>CITY STAT</i> FAIRVIEW PAR		ZIP' & ODF 44126
TERM DATE CO	MMENTS:			
		CONFIDENTIAL	UH-MOS	SS 1225

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 32 of 147. PageID #: 704 Moss Affidavit EXHIBIT 1

Parma Community General Hospital



PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM



MOSS, DEBORAH ANN

Annual Appraisal 12/5/1999 6910 GEROPSYCH UNIT

21/4

	19		481-500
	18		461-480
Your performance rating score is:	17	·X	441-460
460 V	16		421-440
	15 ·		· 401-420
	14		381-400
Your current salary is:	13		361-380
\$ <u>15.56</u>	12		341-360
	11.	•	321-340
	10		301-320
Your salary increase is:	9		281-300
\$.76	8		261-280
\$	7		241-260
	6		221-240
Your new rate of pay is:	5		201-220
	4		181-200
\$ 16.26 V	3		161-180
	2		141-160
	1		-140

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 33 of 147. PageID #: 705 Moss Affidavit EXHIBIT 1

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM

Job Title	RECREATION	THERAPIST	, Š	, .	
Name			Date	•	

PERFORMANCE APPRAISAL SUMMARY

It is the commitment of Parma Community General Hospital to appraise all performance without regard to race, color, creed, sex, age, national origin, ancestry, marital status or disability.

	Slendard	Wellelis	*****	Sana		100000
1	Provides recreational activities for the unit.	35 454	(5)	3-	1	175
2	Completes an individual assessment forall patients	30 25	(5)	3	1	/00°
3	and development activities	108	· 5	(3)	1	30
. 4	Maintains standards of service excellence in behavior toward	15%	(5)	3.	1	<u>75.</u>
5	patients, visitors, physicians		5	.3	1	<u> </u>
6	of the Hospital and its con-	5%	(5)	3 .	1	25.
7	policies and procedures.		- 5	3	1	
8	Overall Inpatient Satisfaction Score for the most recent	5%	5	(3)	1	75
9	completed caldendar year.	*	5	3	1	
10	Ounde unit sats faction · COT	5%	5	(3)	1	15.
11	Unit Sahafachen - Recreation Thereon	5%	(5)	3	1	£5.
12	:		5	3	1	2.5
13			5	3	-1	
14	•		5	3	1	
15	•		5.	3	1	

•			_	
	TC	TAL:	4	00
	•			

JCAHO Requirements:

Age of Patients Served (If applicable): 50 to 80+
(Refer to unit/department performance standards)

::

MOSS, DEBBIE 98-99

5/14/99 DEBBIE CONTINUES TO PROVIDE QUALITY GROUPS TO PATIENTS. PROVIDES INTERSTING ACTIVITIES AND HOLIDAY FESTIVITIES. HELPS OUT ON UNIT, WITH LUCH AND OTHER CARE.

7/9/99 CONTINUES TO PROVIDE CREATIVE GROUPS FOR PATIENTS. WORKS EXTRA WHEN NEEDED. HELPFUL WHEN NEEDED DURING MEAL TIME WHEN NSG STAFF BUSY.

8/10/99 IS TAKING EXTRA TIME TO HELP OUT DURING VACATION TIME.

9/99 DISCUSSION WITH DEBBIE AND HOLLY ON BETTER COMMUNICATION ON THERE DAY TO DAY ACTIVITIES WITH EACH OTHER TO ENSURE CONTINUITY OF CARE. DEBBIE APPEARED TO UNDERSTAND THE IMOPORTANCE OF THIS AND PLANNED TO WORK CLOSER WITH HOLLY

12/99 NO APPARENT COMMUNICATION DIFFICULTIES BETWEEN HOOLY AND DEBBIE. PUT TOGHETHER UNIT KMAS PARTY.

C. Krem

CONFIDENTIAL

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 35 of 147. PageID #: 707 Moss Affidavit EXHIBIT 1

PERFORMANCE A. PRAISAL, PLANNING, AND DEVELOPMENT FORM

PERFOR	IVANCE APPRAISAL	SUMMARY A	ND PLAN FOR I	DEVELOPMENT	-
Reviewer's Comments					
Debbie o	Experies to pr	مار می بیام			
ordiciants to	the Beorgast	int Si	The state of the s	up activity	-la
ad lyngh +		assist with	, , , ,	non partie	<u> </u>
in unit ma	. •		- trapleas	ting. Vente	mate
/\	. 0 4		ban Abou	+ to Theun	<u>vt</u>
Obbie	e do increase que		. , , ,	4	me pro
WORK TO THE	Continues to b	$-\iota$	insistent and	strine for	excellence
I W MA	House Ste	- p area	Maluable a	usset to a	u plogran
	*				
	EMPLOY	EF COMMENT	SECTION		
Your Comments:					
· · · · · · · · · · · · · · · · · · ·					
		•			
W-1					
•		•		•	•
Confidentiality Statement: Emplo Parma Community General Hospit not repeat, copy, or communicate Community General Hospital. Em necessary to perform their partic	this information to any pera ployees, however, may shar	ans. The employee s	hall hold this informati	ion strictly confidentla	l and shall
Employee's Signature	× Doboch a	Moss	Date	12/13/54	.
Reviewer's Signature			.Date		
Dept. Dir. Signature	C Kienes Ms	N'RP CS	Date	10/13/15	
Line Admin. Signature	P. Duflen	,	Date	12/15/99	2_
lingatures indicate that a discussi General Hospital Confidentiality an	on has been held concerning of Privacy Considerations	this appraisal and ac	knowledgement of Pa	rma Community	

CONFIDENTIAL

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 36 of 147. PageID #: 708 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

Name: Debbie Mos	Job Title: Rec Theory
level of growth and devel provide care based on th appropriate to the age of	entifies the special needs of the patient's age and respective pment. Demonstrates knowledge and skills necessary to physical, psychosocial, educational, spiritual and safety needs he patient. Consideration is given to age specific competencies cription/Performance Appraisal.

BIRTH TO 18 YEARS

						RIKI	HTO	78 Y	EAR	S			
Legend: M = Meets NM = Not Meets N/A = Non Applicable		Infant Birth to 12 months *			Preschool 1 - 5 yrs *			School Age 6 - 12 yrs *			Adolescent 13 - 18 yrs *		
		М	NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A
Evaluates fo skills, cognit	or age appropriate behavior, motor live and physiological norms.	X			7			×			X		
Recognizes developmen accordingly.	patient's level of psychosocial at and modifies interventions	1			人			人			メ		
Recognizes and express accordingly.	patient's psychosexual development ed concerns and responds	*	,		<i>4</i> .			X			*		
Recognizes in lifestyle (p iliness.	anxiety regarding potential changes physical, economic) resulting from	ナ			۲			X			×	•	
Monitors vita normal rang	al signs and is aware of accepted es for age group.	*			*			x	- , , ,		メ		···
Determines	and documents head circumference.	4			7			X	r,	X	メ		Х
Prepares and based on we	d administers medication doses ight and age.	4	-		X			Х			X	···	
	elf-care abilities/limitations and ed for additional safety measures.	4			٨			X			X		
measures pr	d implements appropriate alternative lor to using restrictive measures soft restraints, etc.).	4			X			X			ኣ		
abuse or neg	nd documents signs/symptoms of plect. Follows appropriate evaluation procedures.	X	'		, ,			×			X		
Determines	and documents immunization status.	1			۲			ス			人		
Follows proc a minor, resp limitation of t	edures for obtaining consent to treat pectful of patient's rights, i.e., treatment.	*			አ	,		Х			メ	,,	1
Evaluates the patient/family	e learning needs and teaches y.	λ			4			乂			٨		

19 YEARS TO 80 PLUS

		_				14 11	-MI/O		OO PL	.UG			
Legend:	M = Meets NM = Not Meets N/A = Non Applicable	1:	Aduli 9 - 40 y		41	Middle Adult 1 - 64 yr	-	6	Late Adul 5 - 79 yı	<u>:</u>	٠	Late, La Adul 80+ yrs	lŧ
		М	NM	N/A	М	NM	N/A	М	NM	N/A	M	NM	N/A
	age appropriate behavior, cognitive ogical norms.	×			X			×			X		
Recognizes development accordingly	patient's level of psychosocial nt and modifies interventions •	人			Χ.		,	አ			Х.		
Monitors vit normal rang	al signs and is aware of accepted ges.	X			X			×		•	Х		
Recognizes in lifestyle (iliness.	anxiety regarding potential changes physical, economic) resulting from	4			4			ኣ			×		
Identifies in dependency networks.	creased physical/emotional y needs and availability of support	4			X			X			X		
abuse or ne	and documents signs/symptoms of glect. Follows appropriate evaluation by procedures.	1			Κ.			×	٠.		X		
	and facilitates age and ntally appropriate responsibility for	X	•		X	,		X			×		
	elf-care abilities/limitations and ed for additional safety measures.	1			*		*	人	;		X		
measures p	nd implements appropriate alternative rior to using restrictive measures soft restraints, etc.).	X			*			X			X		
	cedures for obtaining consent to otful of patient's rights.	ኝ			×			K			×		
Demonstrate medication sensitivity.	es knowledge of modification of doses based on age, weight, and	メ			×			٨			メ		
Evaluates ti patient/fami	ne learning needs and teaches ly.	7			X	•		,			メ		

CK, ener

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., <u>Textbook of Medical-Surgical Nursing</u>, Sixth Edition, Lippincott, 1988.

*Foster, Hunsburger, Anderson, <u>Family Centered Nursing Care of Children</u>, Saunders, 1989.

Deboratt ANN MISS Gerofsych Recension Therapist ANN 12-05-99

RMA COMMUNITY GENERAL HOSPITAL

A & T RECORD

			- 15	99		٠		_			199	9					•	•	•	1	999	•	•	÷	••
•	SE	MCM IN	TUE	: WE	DTH	uler	(SA	. T	SN	MIN	TUE	MED)	THE	ERI	SAT	[•	CN	MON	_			FOT	SM	· .
	-					1	_	7					7		1	,		29	30		1	2	.3	.4	-
j A N	3	4	5	6	7	3	9		2	3.	4	5	6:	7.	8		S E	5	6	7	8	9	10	11	: :
· U · A R:	1:0	11	12	13	3 14	15	16	M A Y	ġ	10	11	12	13	14	15		P T	121	13	14	15	16	17	18	
·Ÿ	17	18	19	20	21	22	23	-	16	17	18-	19	20	21	22		₩ B	19	20	21	22	23	24	25	
	24	25	<u>\$6</u>	27	28	29	30	14	23	24	25	26	27 27	28	29		E. R	26	27	28	29	30	1.	2	
	31	1	2	3		5	6	and the second	30	31	1		3	. 4		1	. 0	-3	-44:		-6.	. 76	8	.9	the course
F	7	8	9	10	111	12	13	***************************************			₩.5	÷9:		11:	[O. H.O.	10.	11,	12	13	14	15	16	و المحاولة و
E B R	14	15	16	17	18	19	.20		13	14	15	16 16	17,	18	19		B E	17	18	19.	20	21	22	23	
U A	5 <u>1</u>	22	23	24	25	26	27 27	u N E	20.	21	22,	23.	24,	25	<u></u> 26		"R·	24	25		27	28		30	eriutes i
R Y	28	1	2.	3	4	5	6	br te agente	27	28	29	30	1.	:2	3	, ,	11 1 14 1 14 1 14 1	31.	1.	2	::: :3:	, , , , , , , , , , , , , , , , , , ,	Ų.	6	• 43,50, , , , , , , , , , , , , , , , , , ,
	7	8	9	10	11	12	13	turne and and a graphic	4.	*5*	·6-	77.5	8	9	10	<u> </u>	6 64. g1 24 a sal.	.7	7.8	9.	10	.14	12	13	t and reads
M A	14	15	16	17	18	19	.20	J	41	12	13	14:	15.	16	17		Ö.	14	15	16	17	18	719	20	د د بهم وحود
R.	21	22	23	.24	25	26	27		 18	19	مورندونه		-,		24		E.	21	22	23	24	25	26	27	Almasmit
п	<u>.</u> 28	29]				anners and the		32	20	<u></u>	ن. ا		<u> </u>	Industry of the A	B E R	28	29	an					ا استانت المستانت
	-4	5	6-	·-w	-8	 -9.	10	nampinang at inandahan pol nampinangan generalitika	.25	2	3*		5	-	7	4	an in many	5		7.	8	4	1150	****	***************************************
A	11	12	13	14	15	.;. 16	17	Ā		**************************************	L.C.	4	anni	* ***			D E	12	13		15	:		18	
P R		19			- <u>}</u>	<u></u>	<u></u> -	G U	·8·	بر، ددو	10	,	****						17724	Margary.		e	1116	al- Y-4	100
L	\bot	26	<u>· </u>		,	23 30		U S T	15	16	17	18			21] '	. B	19	: '		::	. ?	24	e4	
		20 2001		41/41			 Cat		22	23	19.4%			1	28		··R		27	<u>.</u>				•	
الدر ساسية		3.44			-no-	14.4	····		SN	MON	_	MAD	ITHU	ER.	r'sy	<u>.</u>	•	ian.	MON	TUE	WED	<u>un</u>	FRI	SAI	1

CONFIDENTIAL

UH-MOSS 1232

Parma Community General Host

EMPLOYEE'S EDUCATION RECORD

Name: 1)eborah A	Moss	Position: Recreation The Apt Employee #: .
Department: BCOA Rt	<u> </u>	Year: 1999

Date	Title of Program	Orientation	Inservice	Continuing Education	Incidental	Age Related	Mandatory	Competency	Location/Sponsor	Total # of Hours	Contact Hours
	Admission								BCOA-HONZON	1	}
2/24/99	AnorMaco/asyot New	<u> </u>		/					BCOA-HOCIZON]	
2/26/99	Dementia Deplask			1/					BCOA-PC6H	1	Į.
3/./0/49	Psychosis + Gerhand	,		1		ļ <u>.</u>			BOA PARMENTO	1	
4.28.99	Memory Demonts				 				00.0	1	·
6.23.99	Understanding the	o <i>fit</i>	US/0,	7					BCOA		1
6:24.99	Spiritually, the p			V					1.10 total Resouve		
W A I H	Dealing by Challery	_				•			Western Reserve Gerlatic Educal Center	<u>3</u>	3_
9.16.99	Effective use of	<u> </u>	,	/					BCOA.	2	2
}	numor in healthcare		.,15								<u> </u>
	Setting										
10.799	Cornnett Parall	Ž Ž		1					Northern Ohlo	15	1.5
10 11	Clear & Darie	多		/				_	TRASSOCIALOS	, ,	1.0
<u> </u>	Forging The Foir	ر د		V					. /	,	1.0.
11	Re oxalon techn	Č9		V			<u> </u>		1)	,15	1.5
	Community based			V					1)	<u> </u>	1,0
						<u>.</u>					
							, ,				
						 			•	<u> </u>	
•		,			_		 			<u></u>	
	-			•	<u> </u>		_			<u> </u>	
N-455 4/00	l		L	L	L	Щ	L	 _	1	<u> </u>	<u> </u>

N-155 4/86 9110/9516312W 6/95

Parma Community General Hospital

EMPLOYEE'S EDUCATION RECORD (cont'd) ACCOMPLISHMENTS

. Staff Meetings

In the box on the left, enter a check mark by the month of each staff meeting you attended. Circle those not attended. In the box on the right, circle the months you presented at a staff meeting and indicate the topic next to the month.

Atte	endance
Jan ₁	Jul
Feb 🗿	Aug
Mar j	Sep
Apr /	Oct V
·May	Nov
Jun	Dec

		. Presen	tations	
Jan	22	Adjusties for Elder	Jul	
Feb			Aug	
Mar		•	Sep	
Apr			Oct	
May			Nov	•
Jun			Dec	

Committee Participation

Enter the names of the committee(s) on which you participate. Check the months of attendance. Check if unit, department, or hospital level.

•	L	.eve	el .				Mon	ith c	f At	tenc	lanc	ю	•		•
Committee Name	U N T	дшет	700T	2 > C	ម ២២	MAR	₹ P R	MAY	Ų			SEP	007	<02	DEC
Reteral Devolop Mont Committee	X			X	×	Х	×	X	X	X	X	X	X	X	X
<i>P</i>										,		·			
	<u> </u>			_	<u> </u>	<u> </u>	<u> </u>		L.	<u> </u>					
	<u> </u>	_										_	<u> </u>		
	<u> </u>			<u> </u>	<u> </u>			_	_				_		
	<u> </u>	_		<u> </u>		<u> </u>			<u></u>	L.					
<u> </u>		<u> </u>	<u>L</u>					ļ						_	

Special Certification(s) Earned

Enter the title of the certification (M/S, CCA, ACLS, Code Pink, Chemotherapy, etc.) and the date of approval.

. Title	Date
Crisis Prevention Tater Vention.	Whole to come to with
·	
•	
<u>.</u>	

Note: Forward to Human Resources with Annual Performance Review

j

PRA PERSONNEL AUTHORIZATION

1

TODAYS DATE

UH-MOSS 1235

	PKA PERS	UNNEL A	UTHORIZ.	ATION	09/16/1999
SOCIAL SECU	RITY#		II ÖYEE NAME		CEOCK NUMBI
and the second	•	MOSS	, DEBORAH ANN		03752
	REET ADDRESS 3 SALEM COURT		<i>CITY SI</i> HINKLEY		ZIP CODE 44233
COOL		07-BIRTH 5/31/1965	<i>MARITAE</i> Married	SEX E	MPEOYMENT DATE 12/12/1996
COST CENTER	IOB EFFECITVE		IOE TITLE		
6910	12/12/1996		ATION THERAPIST		<i>ОВ GODE - ОВ GREE</i> 031601 16
<i>EMPLOYNEN</i> SALRD-I			65 RATE \$	ILARY CHAIVG	P.11
APPRSL DATE	NEXT APPRAISAL	TYPE NOWN	e kojej Mear	LIDY SUFFORT	MLAL PART CODE
12/05/1999	Annual Appraisa	l 0800	1630 30		3
CERT/EIGENSE THERAPIST-	CLP NO 283621066	RECE	NT A <i>CTITITY BAT</i> 04/11/1999		<i>ENT ACTUATE</i> G-TO-SALRD FT
RECREATION					3-1 <i>0-</i> 0XFKD L1
	EMERGENOY COI MOSS, E			440	<i>TELEPHONE</i> # 303-4759
	<i>REET 400RESS</i> 4367 W 229 ST		<i>CETY,</i> \$ 77 FAIRVIEW PA		ZIP CODE 44126
TERMIDATE	COMMENTS:				77120

CONFIDENTIAL

3	
Parma .	
Community General Hospi	tai

RECEIVED

AUG 1 9 1999

DATE:	J	5-99	
DAIL,		~ //	

HUMAN RESOURCES

	•			ATION	AUTHORIZATION
Employee Name	Moss, DE	BORA	4	_ Pos	sition PS HOSTEES
Social Security Nu	mber				partment 4 REHAB 6710
Date of Hire	12-12-	96			atus 🗆 FT 💆 PT 🗀 PRN 🗀 Other
Termination Date_	8-13	-99			
	or/Manager <u>Ma</u>		Hun	<u> </u>	- Double Emplayer
Reason for Leaving	- reame	x fle	ناراد مرروسا	مسر	
Term Code (S	e / 04/ see below for appropriate terr	n code number)	フノ	INT FOR TO !
Must complete	the following to p	rocess Ter	minatio	' / n:	Hospital, first Relieb Amplagee duel
Eligible for Rel		Q Yes	□ No	_	Hospital, flut Relieb
	reason		_ 1.0		Tomplayee deal
_	tter Attached	□ Yes	□ No	Char	non tarmination data to
Photo I.D. Retu	•	□ Yes			nge termination date to
	tment Property/Keys	□ Yes			cel termination
	f applicable)		H 140	_	•
Parking Permit	Returned	□ Yes	□ No	En	mployee informed to contact mployee Health Clinic for eye exam Yes No
-		TI	ERMINA	TION CO	ODES
101	Return to School			123	Attendance/Tardiness
102	Health Reasons			124	Destruction of Hospital Property
103	Military			125	Job Discontinued
104	Personal Reasons			126	Reduction in Force
105	Another Job Opport	tunity		127	Job Abandonment
106	Relocation			128	Assignment Completed
107	Resign at Hospital 1	Request		129	Disciplinary Action
108	No Reason Given			130	Failed State Boards
109	Dissatisfied			131	Unsatisfactory Probation
110	Retirement			132	Expiration Industrial Leave
120	Did Not Return from	n LOA		133	Not Fulfilling PRN Work Requirements
121	End of Disability Le	ave		134	Other
122	Unsatisfactory Perfe	ormance		400	Death

Ħ

P-33, 10/98

HR Rep_

WHITE-Human Resources

YELLOW - Department

August 4, 1999

Sandy Hunter
Parma Community General Hospital
7001 Powers Blvd.
Parma, Ohio 44129

Dear Ms. Hunter,

Due to recent developments occuring in my husband's job, I must resign from my position as Service Hostess.

I enjoyed working with the patients, as well as the staff. They both made me feel very welcome and appreciated.

I will recommend the Service Hostess position, and continue to offer ideas and suggestions as they come to mind.

Thank you again for this great opportunity.

Sincerely,

Deborah A. Moss

Service Hostess

PS: My last day will be Friday August 13, 1999



August 20, 1999

Deborah Moss 63 Salem Court Hinckley, OH 44233

Dear Deborah:

This is to acknowledge that we have received notification of your separation from your second position as part-time Patient Care Hostess in the Rehab Unit. This change became effective August 13, 1999.

If you should have any questions, please contact the Human Resources Department at (440) 843-4009.

Sincerely,

Teri L. Coughlin & Benefits Representative

/tlc

TODAYS DATE PARMA COMMUNITY GENERAL HOSPITAL 12/29/2000 PERSONNEL AUTHORIZATION PER PEOPLE NAME OF THE PEOPLE NA **当期回纳数**: MOSS, DEBORAH ANN 03752 STREET-ADDRESS SECULE STATE ASS 63 SALEM COURT HINKLEY, OH 44233 TAREAR PURENO DATE OF BIRTH MARIUAL AND PASEXY OF THE PROPERTY OF THE PROP EMPLOYMENT DATE CODE 330 278-2882 05/31/1965 Married 12/12/1996 COST CENTER JOB EFFECTIVE JOB WIFE WAS ALL TOB CODE IN JOB GRADE 6910 12/12/1996 RECREATION THERAPIST 031601 16 ALEMPLOYMENT STATUS SALARY DATE: HOURLYRATE FAN SAPARYGHANGE TYPE rangara). SALRD-PT 12/03/2000 16.9500 Increase-Merit 40.00 NEXTAPPRAISALTYPE NORMIN NORM MEAC ALTON ALTOUT MEAL PHYSICODE APPRSL-DATE 12/09/2001 Annual Appraisat 0800 1630 30 CERN/LICENSE CLP'NO RECENT ACTIVITY DATES SEA RECENT ACTIVITY DATES SE THERAPIST-283621066 08/13/1999 CHG-TO-SALARIED-PT RECREATION EMERGENCY CONTACT NAME TEUEPHONE#3 AREA CODE MOSS, BILL 440 303-4759 STREET/ADDRESS FANCING STATESTAN HERVALLA TORRESCIONES IN TORRESCION 4367 W 229 ST FAIRVIEW PARK, OH 44126 * TERM DATES COMMENTS:

Community General Hospital

RECEIVED

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM HUMAN RESOURCES



MOSS; DEBORAH ANN

Annual Appraisal 12-03-2000 6910 GEROPSYCH UNIT

		 <u></u>
	19	481-500
	18	461-480
Your performance rating score is:	(17)	441-460
460 V	16	421-440
• • • • • • • • • • • • • • • • • • • •	15 _c	401-420
	14	381-400
Your current salary is:	13	 361-380
\$ 16,26	12	341-360
	11	321-340
<u>-</u>	10	301-320
Your salary increase is:	9	281-300
\$ 77.69.	8	261-280
Ψ	7	241-260
	6	221-240
Your new rate of pay is:	5	201-220
\$ 17.03 16.95	4	181-200
\$_1+-0.5	3	161-180
•	2	141-160
DB12/19	.1	-140

cc: US.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 47 of 147. PageID #: 719
Moss Affidavit EXHIBIT 1

PERFORMANCE APPRAISAL, PLANNING, AND DEVELOPMENT FORM

Job Title	· ·	Recreation Therap	oist	 •				
Name	DEBORA	h Moss		*****	, d	Date	12-12	-00

PERFORMANCE APPRAISAL SUMMARY

It is the commitment of Parma Community General Hospital to appraise all performance without regard to race, color, creed, sex, national origin, ancestry, marital status, or disability.

	.Stondard	Weight		Score		Parformación (Roting Score
<u> 1</u>	Policies & Procedures	5%	5	(3)	1	15
2	Press Ganey - Hospital Score	5% _	.5	(3)		15
3	Service Excellence	- 15%	(E)	3	1	75.
4	Participates in intake, referral & develoment	10%	5,_	3	· 1·	30
5/	Upholds mission policies & precedures	40%~	100}	0.	4	rus
6	Complete an individual recreational assessment -	25%	(5)	3.		125
7.	PROVIDES Recrectional activities	30%	(5)	3	1	156
8	to Different garage		" - '5 " ·	. 3	1	nst core
.9	Depr. Quality Pt	5%	(5)	_{271.} 3 _{71.,}	1	25
10	Dept. Não	5010	(5)	3.	1	25
11	and the second s	end in the co	5	3		er tovoga, so o nastrona
12		<u> </u>	5	3	1	
13			5	3	1	
14			5	3	:/:q	: .1
15			5	` 3	1	

		<u>,</u>
TOTAL:	46	0

JCAHO Requirements:

Age of Patients Served (if applicable): 50 tond up (Refer to unit/department performance standards)

MOSS 99-00 1/05/00 CONTINUES TO PROVIDE CREATIVE ACTITIVITIES WITH PAITNES

6/00 TAKES EXTRA TIME ON SCHEDULE WHEN NEEDED

10/00 DOES MARKETING WHEN OPPORTUNITIES ARISE. 10/11/00 TALK GIVEN TO HELP AT HOME ON DISRUPTIVE PATIENTS

MA COMMUNITY GENERAL HOSPITAL

MOSS, DEBORAH ANN
12/12/1996
RECREATION THERAPIST
6940 GEROPSYCH UNIT

A & TRECORD

6910	4 .	Gi	ROF	SYC	HUN	IT.				•	• .	20	00	•	•	100	II.	<i>:</i> .	' 	, .	• •		71		
. ". . ".		. .	20	000	٠.			y	i		-	20	በል		·	;···		•	٠.;	· ·,	' ∔. 	 00:	•		
:	SN	MON		<u> </u>	TYES	FRT	SAT	arahan i	.	SN	MON			ונים	TRI	SAT	٠	. "[SN	MON			35	RT	SAT
***					-	***	I			30	1		_	4	5	6	٠.	٠.	3	4	5	6	7	8	. 9
	-								•		-	• -]			٠.			s					_		
J A	.2	3	4	5	6	7	8			7	8	9	10	11	12	1.3		E P	10.	11	12.:	13	14	15.	16
'N 'U	9	10	11	12	13	14	15		-	.14	15	16	17	18	19	<u>.</u> 20		T E M	17	18	19	20	21	22	23
A R	16	17	18	19	20	21	22	٠.	M A	21	22	23	24	25	26	27		B :	24	25 ⁻	26	27	28	29	30
Y	٠			· ;					Y.					'		**	• •	,R.			•			_	_
i	23	24	25	26	27	· 2 8	-29	•		28	29	30	31	ŀ	2	3			-1	.2	-3∙	4	.5	6	7
	30	31	1	2	3	.4	5	•		.4.	5	6.	7	8	9	10	•	0	-8	9	10	11	12	1.3	14
	6	7	8	9	10	11	12		٠.	11	12	1.3	14	1.5	16	17		C Ţ	15	16	17	18	1.9	20	21
F E B	13	14	15	16	17	18	î9		J U N				.,					0	22	工 23	24	O.E.	- 3		
R	10					ይ»ነ		<u>:</u>	E	10		יטי		2	23.	24		B 图	22	2.5	24	25	26	27	28
D A	20	21	22	23	24	25	26	,		25	26	27	28	29	30	1		. R .	29.	30	31	,1-	2	3	4
R Y	27	28	29	1	2	3	4	-		2	3	4	5	6	7	8			5 Pui	6	7	8	9	10	11
	. 5	6	7	8:	9	10	11			9	10	11.	12	13	14	15		N O	12	13	14	15	16	17	18
					``				J ·								1	V E	_	<u> </u>				. , ,	
M A R	12	13	14	15	16	17	18		U L Y	16	17	18	19	20	21	22) i	M - B	19	20	21	22	23	24	25
G ·	19	20	21	22	23	24	25	.	.	23	24	25	26	27	28	29		E R	26	27	28	29	30	1.	2
	26	27	28	29	30	31	1			30	31	1	2	'3	. 4	.5		. •	3	4	5	6	7	8	9
	2	3	4	5	6	7 "	8				<u> </u>	<u> </u>		_	1	╀	1	. D.	-		7.0	122	in a	15	3.6
	-				•				A	6	7	8	9	1	0 1	1 1:	2	E		11	<u>.</u>			,	
A	9	10	11	1:2	13	14	15		Ŭ G	1.3		1.5	16	1	7 1	8 19	-	e M	17	18	19	20	21	22	23
R. I	16	17	18	19	20	21	22	,	ឋ ទ	 	21	22	2 23	3 2	4 2	5 2	5	B E	24	25	26	27	28	29	30
L.	23	24	25	26	27	28	29	• •	T .	27	28	3 29	30) 3	1	1	2	R.	31	1	-	-	-	-	
		MON			#	-	CIT		•							_]	<u></u>			1				_	CAM
	20	LY VA	IUL	Litt	TUN	cx.r	I SATT.	J		122	I MA	I IIUI	E ME	υμн	u þ	il sa	T		130	417	i juli	int	بلاندر	Lit.	SAT

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 50 of 147. PageID #: 722 ____Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

Name: DeBoratt Moss	;*		_	Jok	Title	Rec	eer	hor	17	رفيم	LD IS	-F-	
Job Summary: In caring for the patient, iden level of growth and develope provide care based on the pl appropriate to the age of the in all areas of the Job Descri	nent. hysic pati	Dem al, ps ent. C	ronstr sycho: Consid	il neo ates socia lerat	eds of know I, edu	the particular the state of the	atien and al. s	ťs ago skills o	and neces	resp sary	ective to	e ede	
	•				BIRT	гн то	18 \	ÆAR!	3	•		• .	
Legend: M = Meets NM = Not Meets N/A = Non Applicable		infa Birth 12 mon -	to		Preschool 1 - 5 yrs *			School Age 6 - 12 yrs *			Adolescent 13 - 18 yrs *		
	М	NM	N/A	М	NM	N/A	М	NM	.N/A	М	NM	N/A	
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.	-				<u> </u>			:	- ,,				
Recognizes patient's level of psychosocial development and modifies interventions accordingly.							,			,			
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.				;			·.					:	
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.													
Monitors vital signs and is aware of accepted normal ranges for age group.					ľ			7.	·				
Determines and documents head circumference.				<u> </u>			-		. X			X.	
Prepares and administers medication doses based on weight and age.				;					** . · · ·	•			
Evaluates self-care abilities/limitations and identifies need for additional safety measures.			_		1/				•	·			
identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).													
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.				/	/		-						
Determines and documents immunization status.				7			-	-	· · · · · · · · · · · · · · · · · · ·				
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.						•							
Evaluates the learning needs and teaches patient/family.		1											

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 51 of 147. PageID #: 723 Moss Affidavit EXHIBIT 1

Parma Community General Hospital EMPLOYEE'S EDUCATION RECORD

Description	DA - A	1,1077 ,	- ` -		<u> </u>	Posit	ion: 🏄	ZEC.	. 11	Emplo	yee #:	7,
Department: _	DCA 14	•			·· •	<u></u>	<u> </u>			Year <u>_O_O</u>	***	
			γ	· ·		12 1			~·····			
877 - 17 - 17 - 17					Education	10 14 14 14 14 14 14 14 14 14 14 14 14 14	1 4	1504.1 11.5.4 1.05.4		an ar of the con- free franciscosis en repair francis		
Date	Title o	of Program	Orlentation	Inservice	Confinging Education	Incidental	Age Relate	Mandatory	Competency	Location/Sponsor	Total # of Hours	Contac Hours
11/00	Soleit	nceos of	OJ.c				7		<i>i</i> /	BCOA.	- 1	· · · · · · · · · · · · · · · · · · ·
1/14/00	CPI		101 S	1	45					Oct A	140	
3/00	Ect			·	''		3			BCA BCA BCOA	1	
11/99		older And	16-	-11-		ļ	. `			BCAA	-	+
The Contract			E.		, .		PA 4 8.					
			1.17	- 		-		/.			1 4650	· · · · · · · · · · · · · · · · · · ·
				7							201	
,			-					•	1			
	.,,			· · ·	•	<u>.</u> !	.,					······································
			1.1.1					-p	. 4.) (1) (1) (1) (1) (1) (1) (1) (1) (1) (1		
		* }		,	' -			٠ ,,		· · ·		
;			1201-2					-	,		i	**
										<u> </u>	,	
				- (
* ,		1				:				. 4		
		7 1,7 M	:		Į			· · · · · · · · · · · · · · · · · · ·	١.			
		, .				,			•		5	-
····		· · · · · · · · · · · · · · · · · · ·			- 	 	•				5 - 1 3 13 - 141	
	;"s	- :	·	•		·			****		,	- 1
,					<u> </u>		<u> </u>	<u> </u>				<u>, , , , , , , , , , , , , , , , , , , </u>
- 4.								 				
		***						<u></u>				
,		<u> </u>	 		 			-	-			

N-155 4/96 9110/9516312W 6/95 Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 52 of 147. PageID #: 724 Moss Affidavit EXHIBIT 1

HODAYSDATEPARMA COMMUNITY GENERAL HOSPITAL 12/14/2001 PERSONNEL AUTHORIZATION SOCIAL SECURITY# EMPLOYEE NAME CLOCK NUMBER MOSS, DEBORAH ANN 03752 STREET ADDRESS CITY, STATE ZIP CODE 63 SALEM COURT HINKLEY, OH 44233 AREA GODE PHONE NO DATE OF BIRTH MARITAL SEX EMPLOYMENT DATE: 330 278-2882 05/31/1965 Married 12/12/1996 COST CENTER CTRL 6 JOB EFFECITVE JOB TITLE JOB CODE JOB GRADE 6910 6000 12/12/1996 RECREATION THERAPIST 031601 16 EMPLOYMENT STATUS SALARY DATE HOURLYRATE SALARY CHANGE TYPE HOURSTER SALRD-PT 12/02/2001 17.8400 Increase-Merit 40.00 NORM NORM NELL APPRSI. DATE NEXT APPRAISAL TYPE LTIV ALT OUT MEAL PAIT CODE 12/01/2002 Annual Appraisal 0000 1630 CERTAICENSE CLPNO RECENTACIONITY DATE RECENT ACTIVITY THERAPIST-283621066 08/13/1999 CHG-TO-SALARIED-PT RECREATION AREA CODE EMERGENCY CONTACT NAME TELEPHONE # MOSS, BILL 440 303-4759 STREET ADDRESS CITY STATE ZIP CODE 4367 W 229 ST FAIRVIEW PARK, OH 44126 TERM DATE COMMENTS: CONFIDENTIAL **UH-MOSS 1192**

1)

PERFORMANCE APPRAISAL AND DEVELOPMENT FORM

Name (Print):	Moss, Deborah ann	Social	Down to h
Job Title:			Security #:
Effective Date o	Annual Appraisal 12-02-2001 6910 GEROPSYCH UNIT	Departm	ent/Unit:
	بران المراد المر	Cost Ce	nter:
	ircle) 6 Month	Fransfer 6 Month	Annual para
planning RT activi assigned tasks. Continue to develor	S AND DEVELOPMENT PLAN: with geriatric patients ties. Can be relied or	s. She is pleasant n to do the job and	and organized in and any other
Continue to function	on as team player and p	n the needs of pat articipate in team	ient groups. 1 meetings. ·
GOALS FOR NEXT YEAR	는 보 이 이 이 이 이 이 이 의 의 이 이 이 이 이 이 이 이 이 이		************
Working with other refunctional level.	members of team in deve	loping new groups	related to
Continue attending i	nservices and completin	ng compentencies.	·
		•	
		•	
EMPLOYEE'S COMMENTS:		~ * = 4 = 6 = 44 = 64 = 64 = 64	

CONFIDENTIAL

UH-MOSS 1193

PERFORMANCE APPRAISAL

KWITNGS:		<u>*</u>	Rating	<u>Points</u>		<u>8</u>	Rating	<u>Points</u>	
			x <u>5</u> x <u>5</u>		Goal	#2	5x 3=	15	
	Goal #7			= <u></u> -	- Goal #7	<u>-5-</u>	×		
	Goal #3	5_ :	x <u>5</u>	= 25					
	Goal #4	<u> 10</u> :	ж <u>З</u>	= _30					
	Goal #5	35	x <u>5</u>	= 175	_				
					Totals =	100V			
Performan	ce points	= <u>46</u>	50 \	Per	formance ra	ating	score =	<u> 17</u>	
Current sa Salary ind	alary = <u>1</u> c <u>rease</u>	6.95 _89 U	New rat	te o <u>f pay =</u>	<u> 17.84</u> レ		DB 12	17	
and/or its shall not limitation Employees,	patients repeat, c refamily however,	on ini s. The copy, y and , may	ormation or commun friends) share and	oyees of Par concerning ee shall ho nicate this or entity of for discuss	Parma Comm ld this inf information outside of s certain v	nunity Cormat On to Parma York-1	y General ion stri any pers a Communi celated i	Hospital (ctly confidence on (including the confidence of the con	operations dential and ing withou
Employee's	s Signatur	ce X	Ab	lass a	1100	<u>/</u>	Date	2-3-01	
Reviewer's	s Signatur	a <u>M</u>	my.	> Aling			Date _/c	1-3-01	···
Dept. Dir.							Date <u>/</u>	L-3-01	,
Line Admin	ı. Signatu	re 1	Bucha	racub	tala		Date	12-5-0	,

CONFIDENTIAL (

Signatures indicate that a discussion has been held concerning this appraisal and

cknowledgment of Parma Community General Hospital Confidentiality and Privacey

Considerations.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 55 of 147. PageID #: 727 Moss Affidavit EXHIBIT 1

Parma Community General Hospita. EMPLOYEE'S EDUCATION RECORD

\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		A		
Name: DEBORAH	WOLZ .	Position: 8 T	Employee#:	
Department: BCOA		F	• • • • • • • • • • • • • • • • • • • •	
Debattuteur - 12/20 H-			_Year: 2061	
and the second s				_

рераптел: _	Karlings from					~			Year: 2061	•	
**********	<u> </u>				1		4				
Date	Title of Program	Orientiation	Inservice	Continuing Education	Incidental	Age Related	Mandatory	Competency	Location/Sponsor	Total #	Conta Houn
1/26/01	Exposin Socieus						X			1	
	sofet.					-	X			1	<u> </u>
	Botel	-					X	-		,	<u> </u>
	Safeti		1.		i		Ÿ	••			'
3901	CPR							X	hospital		<u> </u>
5.7.0/	The Hally Places	, ,		1		1		X	BCOA		1
	COMMUNICATE WAS	2/0	<i>OSY</i>	Li	7						7.
	Suiche < 478 95 M		Z.,			•		X	BCOH		
57:01	Flder Abus	1				/		X	BCOA.		* !
7:16-01	Coping Skills		•	٠٠٠٠ رئاس		: i.			view and the second		***
	for TOP loss	<u> </u>	:	~			•		BCOA]_	1
7.25.0/	EMTOLO THE W	00	-1		,	; 4	· ·				
· · · · · · · · · · · · · · · · · · ·	moles the rule	5-k	(0)(3	Y			<u></u>		BCOA HOLRON	/3	
".	Hanor & Heathouse	7.					}	<u></u>	Profession !		
البائدا	combination	. · ·		V			<u>.</u>		Education Moderns	6.	
Lan-OI	Carno-forthe			1,7				· .;	BCOf)		
), C. Al	Coregi Ver						,				
1.17.01	Assessing +Tx D	00.2j	<u> </u>				j ·	<u> </u>		6.	· :
11701	Under STonging		<i>V</i>	. ,		ν :		<u>.</u>			
	- HALLIOLX Q	2	- ************************************				, · · · ·	1			•
						1.	*				· · · · · ·
4		114	2.K. J		•	<u></u> .	* 4		The state of the s	1	<u> </u>
	*		-				<u>-</u>		, ,		
(−155 4/86		لـــــا			<u> 1</u>					<u></u> _	

N-155 4/86 9110/9516312W 6/95 Parma Community General Hospital Compliance, Conscience, & Conduct

Acknowledgement

This verifies that I have attended the Compliance, Conscience, and Conduct Training Program. I understand the Code as it applies to my job and me and understand I am expected to comply with it.

I know it is my right and responsibility to seek guidance on ethical and compliance issues when I am uncertain about which actions to take and to report situations to management when I have reason to believe there is a violation our policies.

I will fully cooperate in any investigation of conduct which may be a violation of our Code.

I have brought all compliance concerns that I am aware of to the attention of my supervisor or our Compliance Officer.

Name (not be botch A Moss	
Name (print) 660/9/ H MOSS	
Signature Don H	
Department/Unit	2.4.00
Today's Date 3 COA	- Cite

Give this acknowledgement form to the class facilitator at the end of your training session.

Certification Form 12/01 JM

National Council for Therapeutic Recreation Certification

Be it known that

Deborah Ann Moss

has met the certification requirements of the

Therapeutic Recreation Certification and may use

The apeutic Recreation Spec

人名英格拉斯 中心事人 人名

20219

cation Number

Peg Connolly, Ph.D., CTRS
Executive Director

©2000 National Council For Therapeutic Recreation trademarks, including, the marks "CTRS®" and "Cert

and standards of NCTRC. This document must be returned immediately upon request by NCTRC.

its Reserved. This document and the NCTRC may only be used in accordance with the rules

Chair of the Board of Direc

1200 AND SIVE

ntions®

*10*4189)#4 PARMA COMMUNITY GENERAL HOSPITAL 12/13/2002 "PERSONNEL AUTHORIZATION A EMPLOYEE NAME MOSS, DEBORAH ANN 03752 CHYSTATE 63 SALEM COURT HINKLEY, OH 44233 PROMENO DATE OF BIRTH SELECTION OF STATE OF STAT 278-2882 05/31/1965 Married 12/12/1996 SACENTER CIRLS JOBETTECTVE 6910 6000 RECREATION THERAPIST 031601 MARIOVATONI STATUS S SALARY DATE: HOURLY RATE HRLY-PT 12/01/2002 :18.7300 Increase-Mérit 40.00 PROCESS OF SALES AND ADDRESS NORMAN WORMS MEAN SALES AND ADDRESS Annual Appraisal 0800 1630 CIPNO . ₹RECENTACTIVITY:DATE; ; 12/01/2002 THERAPIST 20219 CHG-TO-HRLY-PT" . FARETEMERGENCY, CONTACTNAME MOSS, BILL 440 303-4759 RESERVED ABORESS OF THE STATE 4367.W 229 ST FAIRVIEW PARK, OH 44126 All White and the state of the second COMMENTS: CONFIDENTIAL UH-MOSS 1179

發展推進。在1990年度發展的發展的企業的大學的企業的企業的企業

RECEIVED (

DEC 1 0 2002

HUMAN RESOURCES

Name (Pri: Moss, Deborah ann	Social Security #:
Job Title: 12/1/2002	Department/Unit:
CEBOPSYCH UNII	Cost Center:
Appraisal Type: (Circle) 6 Month Transfer 6	Month Annual Followup
REVIEWER'S COMMENTS AND DEVELOPMENT PLAN:	
Debbie is cognizant of the changing needs of the g for recreational groups accordingly.	geriatric patient and plans
She will be taking maternity leave in January for s	several months.
With other therapists , goal for next year would be for cognitively impaired.	to further develop groups
Would further recommend a method of computer use an rectify this.	d am working with IS to
•	
FOALS FOR NEXT YEAR:	
To further develop groups especially focused on cog Teaching of staff re group dynamics.	nitively impaired.
EMPLOYEE'S COMMENTS:	
	•

PERFORMANCE APPRAISAL

CONFIDENTIAL

UI(1-MOSS 1180

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 60 of 147. PageID #: 732 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

EMPLOYEE'S EDUCATION RECORD

'\ame: <u> </u>	55, 1	BBORAH	<u></u>			Posi	tion:	RT		Emplo	oyee #:	
Department: _	BUOA		<u> </u>				*	<u> </u>		Emplo	12/02	
	· · ; · · · ·	1	<u>, </u>		·	. :•			·			
				_	ducation		:,					
Date .		of Program	Orientation	Inservice	Continuing Education	Incidental	Age Related	Mandatory	Competency	Location/Sponsor	Total #	Contact Hours
12246001	HIPAI	LIATOMPHA							X	. '		1
2.4.02	Compl	erce Con-		X				X		orientations	n_	
	Sclep)	rescondie	<u> </u>		ļ. 		· · ·		· ·			-,
3-21-02	The A	BC 5 of			X		X			The Art STWO	,6	6
52000	12/07/	AMILA	<u> </u>	-						through the ofts	8	
5:30.02	Begon	integral			<u>X</u>		, , , , , , , , , , , , , , , , , , , 	- ,	, ,	Benjerna Kex	903	5.5
7.2602	Visu		5	77	2/ <i>()</i> X	e(J	0 (k <i>I e</i> j	BCOA		
/		~ ~~		,			_			~ (<u>1)//</u>		
			· .									
					-							4
								:				
			٠,	: 1	· .	.,	, -					
	- , .					_						
	· · ·	t t					.	-				
•		•	_				_					
								_				
· · ·	······································		_				-)				
			_				4			•		
					-	\dashv		_		-		
N-155 4/96												

N-155 4/96 9110/9516312W 6/95 RATINGS: 용 Rating Points Rating Points Goal #1 15 x 5 Goal #6 20 x 5 Goal #2 <u>15</u> x <u>3 = 45</u> Goal #7 $5 \times 3 = 15$ Goal #3 $_{5} \times _{3} = _{15}$ Goal #4 10 \times 5 = 50 Goal #5 30 \times 5 = 150 Totals = 100 Performance points = 450 V Performance rating score 450 Current salary = 17.84 New rate of pay = 18.73 Salary increase ___ DB12/12

Confidentiality Statement: Employees of Parma Community General Hospital will routinel come in contact with information concerning Parma Community General Hospital operations and/or its patients. 'The employee shall hold this information strictly confidential an shall not repeat, copy, or communicate this information to any person (including withou limitation - family and friends) or entity outside of Parma Community General Hospital. Employees, however, may share and/or discuss certain work-related information among themselves as is necessary to perform their particular job duties.

Employee's Signature X 10 mm Mon Date 12.2 2002

Reviewer's Signature Muly Aly Date 12.2 - 02

Dept. Dir. Signature Late Respective Date 12/10/02

Line Admin. Signature Budtala Pallen Date 14/19/01

Signatures indicate that a discussion has been held concerning this appraisal and a cknowledgment of Parma Community General Hospital Confidentiality and Privacey

cknowledgment of Parma Community General Hospital Confidentiality and Privacey Considerations.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 62 of 147. PageID #: 734

Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

Name: Dubin	hens.	1,	Job Title: Puntin thurses
		•	

Job Summary: In caring for the patient, Identifies the special needs of the patient's age and respective level of growth and development. Demonstrates knowledge and skills necessary to provide care based on the physical, psychosocial, educational, spiritual and safety needs appropriate to the age of the patient. Consideration is given to age specific competencies in all areas of the Job Description/Performance Appraisal.

					BIRT	т то	18 Y	EAR!	\$				
Legend: M = Meets NM = Not Meets N/A = Non Applicable		infant Birth to 12 months *			Preschool 1 - 5 yrs *			School Age 6 - 12 yrs *			Adolescent 13 - 18 yrs *		
• .	М	NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A	
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.										. ,	7		
Recognizes patient's level of psychosocial development and modifies interventions accordingly.		-								/			
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.		•											
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.						lla					. ,		
Monitors vital signs and is aware of accepted normal ranges for age group.		-			. 1	U\		,			,		
Determines and documents head circumference.				· ·			-		Х		, -, -, -	X	
Prepares and administers medication doses based on weight and age.								٠	,				
Evaluates self-care abilities/limitations and Identifies need for additional safety measures.					/		 ;		1,1			: ···	
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).				/	/					,		:	
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.													
Determines and documents immunization status.			Z^{-}										
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.													
Evaluates the learning needs and teaches patient/family.													

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 63 of 147. PageID #: 735 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

and the second section of the sectio

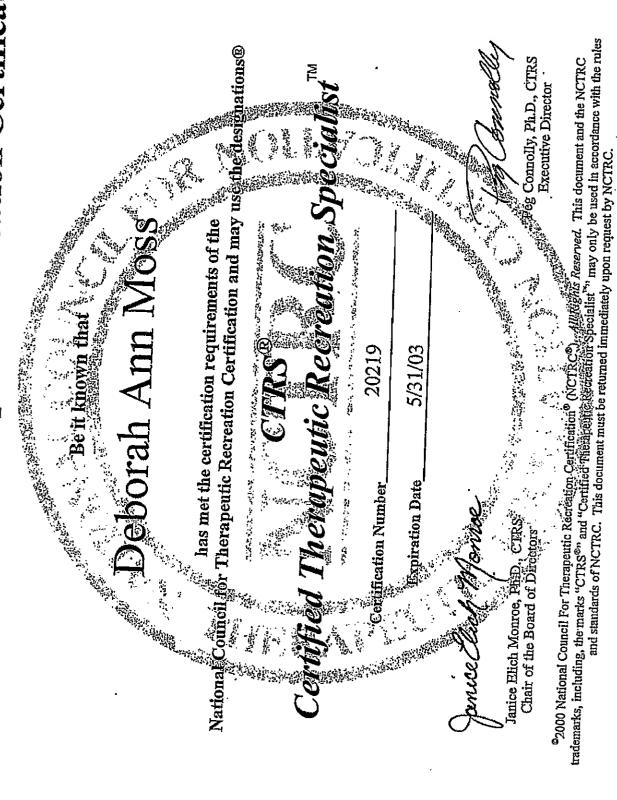
EMPLOYEE'S EDUCATION RECORD

Name: 10	chie None	<u>`زر</u>	• • •••	· · .	Posi	ition:	Re	<u>ر بــه</u>	There Employee #:	
Department:	BCA	· · · · ·			¥	 -	·	, , .	Year 12/01 - 12/01	
		<u> </u>	'::-		7	1	1	T.	And the real of the second	···········
	**************************************	1 .		Continuing Education		78	-	*		
Date	Title of Program	Orlentation	Inservice	Continuing	Incidental	Age Related	Mandatory	Competency	Location/Sponsor Total # of Hours	Contact Hours
1/02	Anne						V	1	Arregar 2	
5/02	Safety	ļ	_				·	V	BCOA	
5/05	Asje Bronnies					·	, .	سا		<u></u>
5/00-	anou + during	٠ إد		<u> </u>		<u> </u>		V		
3/42	Jus.	<u> </u>			. , .			<u> </u>		
3/02	Pr Rights	<u> </u>	<u> </u>			<u> </u>		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		
7/62	hidran peron	برا	 					<u></u>		1
7/15	Culture.		,			~ *		<u>'</u>		
762	sucul lu			1		·	ļ. 	V		,
<u> </u>	anpital sof	4	ai	4	4			-	PCGH	
				- !		·	<u> </u>			
,			· .							<u>.</u>
						<u> </u>	•			
		4 * * * * * * * * * * * * * * * * * * *			-,			·,		
			` -			1				<u>.</u>
	<u> </u>	Date of	-	**	-		,	•		
			_							
			 -		_					
				\dashv						
	· · · · · ·		\dashv	_						
		\dashv				_				
<u> </u>							_	-		
							\dashv			

N-155 4/96 9110/9516312W 6/95 •

National Council for Therapeutic Recreation Certification

@



PARMA COMMUNITY GENERAL HOSPITAL

1/0D 2/25/02/01/01 12/22/2003

			PERSONN	EL AUTE	ORIZATI	ON				
					HIEPA EBORAH				03	752
ne or necession	With the state of	PASIDAL SAVELSEA								
		3 SALEM CO			指数数据代数	INKLEY,			云 医沙德氏	4233
	W.REGO	NE NOS SE	in (Carlo de la Carlo de la Ca			WWY.	: XVEX S	awowo)	ONNEN	
330	278	-2882	05/31/1965		Mar	rled	F		12/12/199	
7 <i>6087</i> (0	说过程证据	6000	12/12/1996	REC	IOB VI	Walk sirks	ist IST	031	32.10.25.3 M	16
	O MODA HRLY-F	1987: Нергову 17	12/14/2003	<i>Ji otya</i> 3 (7) 75 7 19.3	的基础的		in the latest	se Merit		24.00
	2004 7]		i <i>pPreti</i> saling National Appraisaling	0800	1002M4 100014 1630	750 7 10 30	rani ar			3
THERA RECRE	\PIST-		20219	SKEGEN	04/06/200			RETURN F		
			MOSS, BILL				440		303-4759	18200年18月1日
	الملحة المتأوية	<i>RDET 100</i> 4367 W 229	Note that the property of the party of the p			VIEW PAF	武特以此			4126
ENERAL ME		COMME	VTS:				-			
	***************************************	·		CONFI	DENTIA	<u> </u>		U	H-MOSS 1	151

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 66 of 147. PageID #: 738

Moss Affidavit EXHIBE 1

HUMAN RESUCISE.

PERFORMANCE APPRAISAL AND DEVELOPMENT FORM

Name (Pri	nt):		Social	Security	#:
Job Title		EBORAH ANN			
OOD TICLE		ppraisal 12/14/2003	Depart	ment/Unit:	
Effective	Date 6910 GE	ROPSYCH UNIT	Cost C	lenter:	
Appraisal	Type: (Circle)	6 Month 1	Transfer 6 Month	Annual	Followup
REVIEWER'	s comments and	DEVELOPMENT PLAN:			
Debbie wo developin	rks well with t g groups and pl	the Geriatric popu anning activities	lation. She is related to thei	confident r needs.	in
The unit input wil	will be develor l be sought.	ing further group	es for less funti	onal pt.	Debbie's
GOALS FOR	NEXT YEAR:			********	
Assist wineeds. W	th weekend grou ork hours have	ps and developmen decreased to 48/m	t of various typenth.	es based o	n pt.
employee,	s comments: I	WILL CONTINUE	2 To pro 11 Ony Way PANCE APPRAISAL	ivoc 9 when	udity core albilable.
RATINGS:	. લ્	Rating Points	<u>\$</u>	Rating	<u>Points</u>
	Goal #1 <u>15</u> x Goal #6 <u>20</u> x	3 = <u>45</u> 3 = 60	;		
	Goal #2 <u>·15</u> x Goal #7 <u>5</u> x	3 = 45 3 = 15	<u>-</u> -		
	Goal #3 <u>* 5</u> x	: <u>3</u> = <u>15</u>			
	Goal #4 <u>710</u> x	<u> </u>	- ,		
	Goal #5 <u>30</u>	x <u>5</u> = <u>150</u>			
			Totals = 100	<u>-</u>	
Performan	ce points = <u>38</u>	0 ✓ Perfor	mance rating sco	re = <u>13</u> v	•

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 67 of 147. PageID #: 739

Moss Affidavit EXHIBIT 1

Current salary = 18.73 Salary increase $.66\sqrt{}$ New rate of pay = $19.39\sqrt{}2.\sqrt{}9.03$

Confidentiality Statement: Employees of Parma Community General Hospital will routinel come in contact with information concerning Parma Community General Hospital operations and/or its patients. The employee shall hold this information strictly confidential an shall not repeat, copy, or communicate this information to any person (including withou limitation - family and friends) or entity outside of Parma Community General Hospital. Employees, however, may share and/or discuss certain work-related information among themselves as is necessary to perform their particular job duties.

Employee's	Signature	Abhnh	Q 11160D	*/	Date
		•	1 A.		

Dept. Dir. Signature Durch Date 12/8/05

Line Admin. Signature Mayout Dugaja Date 12/8/03

S

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 68 of 147. PageID #: 740 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

Name: ,		·		Job	Title:							
	· , · · · · · · ·		٠. ،					-1	7.85			
Job Summary: In caring for the patient, ident level of growth and developm provide care based on the ph appropriate to the age of the in all areas of the Job Descrip	ient. Iysica patie	Demo al, psy ent. C	onstra ychos onsid	ites l ociál erati	knowl , edu on is	edge a cationa civen t	and s al. st	ikilis n piritual	ecess l and :	sary safei	to Iv ned	eds
			:	•	BIRT	н то	18 Y	EARS	3	,		
Legend: M = Meets NM = Not Meets N/A = Non Applicable	١	infan Birth t 2 monti	0		Presch 1 - 5 yr			School A 3 - 12 yn	~		idolesce 3 - 18 yr	
	M.	NM	N/A	М	NM	N/A	М	NM	N/A	M	NM	N/A
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.		 -			•		,	14		/		te el
Recognizes patient's level of psychosocial development and modifies interventions accordingly.				1		.21) , -	,	./	<i>]</i> :		. ,	
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.	:											
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from litness.						0	/ 	* 5				
Monitors vital signs and is aware of accepted normal ranges for age group.	,				1			1.			. ,,	: : :
Determines and documents head circumference.				. '		<u> </u>			. X			X
Prepares and administers medication doses based on weight and age.						7 , 14 2	•.					
Evaluates self-care abilities/limitations and identifies need for additional safety measures.	į			7		٠,١		. 1	1, 7 s			<u>.</u>
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).							- 1	,				
Evaluates and documents signs/symptoms of abuse or neglect, Follows appropriate evaluation and reporting procedures.					,				-			**
Determines and documents immunization status.		7										
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.	V											
Evaluates the learning needs and teaches patient/family.												

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 69 of 147. PageID #: 741

Moss Affidavit EXHIBIT 1

Parma Community General Hospital
EMPLOYEE'S EDUCATION RECORD

\bigcirc		
Name: Space	M	Position: Recotion Theights Employee #:
"allie: 1/0/ch.	1055	Position to the Think
epartment: BCOA	 	Salon Accepted 1000 15/ Employee #
obaititotti Victoria	***	Year: 2003
		Yea/: 2003

						٠	***	. ,	rea)	2005		
			T		1.	٠		· · ·	<u></u>			:
 	,		1,	Continuing Education	1.			.		177.		Ť -
				l ca	1.	1	ļ·		1		1	
		١ _	[,		1		ı]		· ·	
		Orientation		문		Age Related	2	Competency	`			1,
Date		itat	Inservice	1 🖫	ncidental	Ę.	Mandatory	. ë				· -
naire	Title of Program] ·힅	Se	별	흥	<u>a</u> ,	i g	E	Location	n/Sponsor	Total #	Contact
		0	드	ပိ	ΪĔ	₹	2	8		mobolisol	of Hours	Hours
7/1/ 1/2	LLinn		+	╬	-			4—			<u> </u>	٠.
1.19.02	$\Pi P H$					1	11	.	PCGH	A. bt.		
R.21.03	Vallating Olde	,			Ţ	7			1 (10]	EITHTTOCKN		
 	1 1 1 1 1 1 1 1 1	╁—	 	├	1						j , .	· ·
	Flout working	$/\!\!\!/\!$		1	1	1			AGOA	Ca. +	15	1 5-
2.29.00	Caro State			V	 	 	 	+	- moov	CO()	112	
2			<u> </u>	1	 	 	ļ		<u> </u>	η	2	2.
10 ds 03	Cettin Mucotun	2				1				,	1	
	1			1		 	╁┈┈	╁─-	 			. '
	Y OVY CYCU	 	 	1		<u> </u>		<u> . </u>	Sunr	50. D 4	\Box	\square
10.1503	(Controlling 51)	P55	†	سها	•	ſ	_		1			<u> </u>
	1. 6 . 7		 	 	 -		1		TY VO OX	1 CT.		2
	Detical Och	<i>{\S</i>	<u> </u>		_ `				- 1	- · ·		·
	1				-,				*1			
Nov.	A A	 -					 		<u> </u>			1100
'VOV.	50/C/Y TOK	<u> </u>			<u>.</u>]	1			
	/ -,	i ;					,	1		··-		
		-	 			<u> </u>	<u> </u>	·				,
	<u> </u>		,	[, .		٠.,						1
* **	4 pag-billiograph		ŧ.	,a _e n ^d			<u> </u>	1	h.,			/
4 .415.5	and high as the contract of th		and a				-2000-00		**** ** **		ا میستر سه سده الشاروالمیآدادد ده دراز	
	The state of the same and the same as a second		-		****			 	Principality of the state of th	This is the same of the same of	100 A 100 A	
	to the file of medical surface a section of the	. "6+7-+	131.	<u>.,</u>				100 0	2.85.51 and 2.44	***************************************		100,000
	Commission by broad of application	1		بهدائيوس	44.40		4		1 1 1 1 1 1 1 1 1	States and the state of the said	*******	
1	and the supplier of the suppli		ورسي		أشبريك	- 40	ji			. %	Mark and	
, 13 Mary 2	titled to be applicable to red to the second state of the second s	در میرون در از کارسیاد	479.37	است. س	***	<u>ئے ہے۔ ہے</u> مار	01/14 -10°	* 1 m.				استراسيه
	and the same of th				ودينه مام		روناندگان. نمودارد،	- 20th a 1	The street of th	Marie Care		The second of
	the property of the same of the same of the same	etriki.	i	*	سناست		.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	-++- }·	*****			
	Arisma interpritation to the many properties and	tall to the	1/4	·-'			والماتين.			maranta da seminarana sami		
	manufacture and a winder of things with the		1 400		المراجعة	4		, ,	* 75.5 " a there's		Parent Pa	
7.27	the hare where a southern white the same strains	*** F -	1, 2	2		in 24,	*** 4.5	during-	Mary Control of Street	4 1,000	in the property of	har an and a second
				1	اخ وسوار	Aber Jane			ا بادو و موادی و موادی و مودر ماهندو موادی و موادی	arthur and photocolom		and the party of the same of
	manufath and the constitution of the constitut		ا الماسينية	·	مايس. ماسلوما	- 34				2 177 177 177 177 177 177 177 177 177 17		1. 24v/
	mergines and prepared by the same and	3 . 6	· - 1	: 3	ا خطاعها اختا	e dynasii dida. Ja	~'I		Constitution of the Consti	And the second s		
	printed and the second state of	47274 	7		4	- Lucia		7	-			
	mindeline antitions of a hydrogenise of a superior	بر،،ب			ومستهدن	de en	٠	7:-	1164	- 10 - 10 - 10 - 10 - 10 - 10 - 10 - 10		
	1 QW 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1											
	make appropriate or company of the common manager		, <u>, , , , , , , , , , , , , , , , , , </u>		-	1045. 101400	*:	· 744	منجم سم		to the real contract and the second	The second secon

9110/9516312W 6/95

Employee Self-Evaluation Tool ~ 2003

Please use this form throughout the year and turn in to manager's office the month preceding your evaluation date.

Please evaluate related to your job role. Name: Leboral Mass Date: 12.7.2003 Successes this past year (What do you consider your accomplishments in your role?) any still able to case for pts + work on Uni Tollowing a Schedule Chongein working ability XIBITTY allows METO CONTINUE TO Pretoin M) (Did you attend any classes related to your role this past year? Were you a part of an initiative to affect positive change in the work place?). I was able to attend several semina opt care as well as personal grow nonogement & reducing Stress JUSTING TO: IMTESTIME ON FLOOR + MCKING SU/e mation 15 communicated effectibly + Clear (s), as well as obtaining new infae on exist. Mission of the hospital (What have you done to support Integrity, Collaboration and teamwork this past How have you demonstrated Trust/Mutual Respect/ Accountability/Responsibility? Have you had open, honest communication with your team? Is it respectful?) believe we have a great Team cores for the pt. and provides education & Suppar to Tenilles- We belkkin-Mobile 11 Tts 9/06th to GOBBENTIAL

UH-MOSS 1156

Therapeutic Recreation Certification ⊕

Be it known that

Therapeutic Recreation Certification and may use has met the certification requirements of the

iication Number 20219

Expiration Date

5/31/2004

g Connolly, Ph.D., CTRS Executive Director

trademarks, including, the marks "CTRS®" and "Certified Therapeutic Recreation Specialist"" may only be used in accordance with the rules

and standards of NCTRC. This document must be returned immediately upon request by NCTRC.

©2000 National Council For Therapeutic Recreation Certification

anice Elich Monroe, Phil. Chair of the Board of Directors

12 12 N

tions®

	PERFORMANCE APE	RAISAL AND DEVEL	OPMENT FORM	RECEIVED
Name (Prin			Social Security	#. DEC 1 5 2004
Job, Title		• •		HUMAN RESOURCES
Effective	Annual Appraisal 12/12/2004 6910 GEROPSYCH UNIT		Cost Center:	TOWN THE COURSE
Appraisal	Type: (Circle) o mo			Followup
REVIEWER'S Debbie has has worked Geriatric p	COMMENTS AND DEVELOPMENT reduced her hours this p extra days when needed. patient group. She ident attends inservices and	PLAN: cast year and wor She is comforta	ks mostly weekend ble working with	s. She
GOALS FOR N Continue to that meet c	EXT YEAR: work in part-time statu hanging needs of the eld	s. Develop group	os with other the	rapists
•		., bobutaciou.		
Wetly popu	COMMENTS. I CONTIANT	look Ing fold	working w	the relieping
W O BUP 5 +	ora Viding quality		DI 1001 1001 150	· · · · · · · · · · · · · · · · · · ·
•		ERFORMANCE APPRAI	<u>:SAI.</u>	* ************************************
RATINGS:	· /	oints	<u>% Rating p</u>	oints
GC GC	pal #1 15° x 3 = 45 pal #6 20 x 3 60			
Go Go	eal #2 <u>15 x 3 = 45</u> eal #7 <u>5 x 3 = 48</u>	=15		•
	al #3 _5 x 3 = 15			
Go	al #4 <u>10 % 3</u> = <u>30</u>			
· · · · · · · · · · · · · · · · · · ·	d1 #5 <u>30</u> x <u>5.</u> =15	0 -		•
	340~	Totals =	₹, 390	_
Performance I		erformance rating	score = - 12	
Current salar Salary in	$FY = \frac{19.39}{170}$ New rate	o <u>f pay ⊨</u> 26	.09	
Confidentiali	ty Statement: Employees	of Parma Commun	ity General Hospi	tal will mouther.
		15 / 12/20/00		. ATTT LONCINGT

CONFIDENTIAL

UH-MOSS 1146

come in contact with information concerning Parma Community General Hospital operations and/or its patients. The employee shall hold this information strictly confidential an shall not repeat, copy, or communicate this information to any person (including withou limitation - family and friends) or entity outside of Parma Community General Hospital. Employees, however, may share and/or discuss certain work-related information among themselves as is necessary to perform their particular job duties.

Employee's Signature X Dollah Q Moos	Date <u>12-11-2004</u>
Reviewer's Signature Muly yu	Date 12-13-14
Dept. Dir. Signature	Date 12/8/04
Line Admin. Signature About Bugar	Date 12/13/04

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 74 of 147. PageID #: 746 Moss Affidavit EXHIBIT 1

Rarma Community General Hospital

EMPLOYEE'S EDUCATION RECORD

	vu nos				Posit	ion: _/	ادر	<u> </u>	thurse Emplo	yee #:	
Department: _	BCIA								Year: /4 /02	12/	<u>3</u>
	•					•		•	. ,		•
Date	Title of Program	Orientation	Insarvice	Contact Hours	Independent Reading	Age Rejated	Mandatory	Competency	Location/Sponsor	Total #	Contact Hours
	Annual Safety Education					•	X		PCGH .		
1/27/04	Luci		<u> </u>	i	<u>.</u>		<u>/</u>		BEVA		
1/27/04 1	Line o Chilley		<u>. </u>				1	<u>·</u>	Bera	. ,	
4/22/04.	0		ļ	1	<u></u> ,,			ļ	ji	J	
4/29/04			ļ	V					41	1	
5 10/04	The Healing Use of	•		1	·	·			MEDS-PDN	6	4
	Anmas+ossatat 1		ole.	5							
5.24.04	HIGHEMORY DIES	,		~		<u>. </u>	·			9	
-	+ Kelsta/DISa/A	5-							BOOT	1.5	1.5
•	Alua Sallar		la a		00	- - 			- 1-0-	11	
			201	/	Z.J	11	<u> </u>	<u> 2</u> S	5/0/15 / (1	111	
	Copy of for	\mathcal{U}	A C	ب					•		
	, 0	-		·							
	·		-	•	 -						
					•				·		
			·					—			•
• . •		,							-		
_	•										····
,	·				•						
<u> </u>			 								
. '									·		·
	Page 1 of	 2			1.		1		EMPLOYEE'S	EDUCATION	RECORD

CONFIDENTIAL

N-155 3/02

UH-MOSS 1148

DPC 9110/9516312W 6/95 3/6/02

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 75 of 147. PageID #: 747 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS . AGE SPECIFIC CRITERIA

Name: Llunch Mm		:		Jo	b Title	: <u>R</u> c	حذ	estr	<u> </u>)-L1	<u>kee</u>	spi
Job Summary: In caring for the patient, ident level of growth and developm provide care based on the ph appropriate to the age of the in all areas of the Job Descrip	ierit Iysid Dali	i Der Cal, p lent	nonst sycho Consi	rates Isoci dera	iknov al, ed tion is	vledge ucation	and al, s to a	skills	neces	sary	to	•
					BIR	TH TO	18	YEAR:		-		
Legend: M = Meets NM = Not Meets N/A = Non Applicable		Infa Bjirth 12 mor	to		Presc			School / 6 = 12 yr			Adolesc 3 - 18 y	
Provided or 7'	М	ŅM	N/A	М	, NM	N/A	М	NM	N/A	М	NM	N/A
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.]				1							7.
Recognizes patient's level of psychosocial development and modifies interventions accordingly.												-
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.								,	./	-		,
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.		,				-			-			
Monitors vital signs and is aware of accepted normal ranges for age group.		-					1.1		· <u>·</u>		-	
Determines and documents head circumference.			 		1	13 /	/		<u> </u>		- "	X
Prepares and administers medication doses based on weight and age.		,			N						·	. ^
Evaluates self-care abilities/limitations and identifies need for additional safety measures.						/ ;			,		:	
dentifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).					/							
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.				/	/							
Determines and documents immunization status.				/					 	\dashv		
Follows procedures for obtaining consent to treat minor, respectful of patient's rights, i.e., imitation of treatment.					•							
Evaluates the learning needs and teaches	\neg							 				

CONFIDENTIAL

RECEIVED

DEC - 5 2005

PERFORMANCE APPRAISAL AND DEVELOPMENT FORMHUMAN RESOURCES

Name (P) MOSS. DEBORAH A	Social Security #:
Job Titl Annual Appraisal 12/11/2005 .	Department/Unit:
Effectiv	Cost Center:
Appraisal Type: (Circle) 6 Month	Transfer 6 Month Annual Followup
REVIEWER'S COMMENTS AND DEVELOPMENT PLAN Debbie has reduced her hours and works has worked extra days when needed. She Geriatric patient group. She identifies leads. She attends inservices and comp	mostly weekends. She is comfortable working with the their needs by the type of groups she
GOALS FOR NEXT YEAR: Continue to work in part-time status. I that meet changing needs of the elderly demented.	Develop groups with other therapists population particularly the severely
develop new groups to we develop new groups to we demention pottents. Perfor	WORK extra when heeded + OK MURC Effectively w/
RATINGS: <u>\$ Rating Points</u>	
Goal #1 <u>15 /</u> x <u>3</u> = 45	Goal #6 20 x 3= 60
Goal #2 15 x 3 = 45	Goal $\#7.5 \times 3 = 15$
Goal #3 5/x 1 / # 5	
Goal #4 _10 \vee x 3 = 30	
Goal #5 <u>30</u> x <u>5</u> ⊨150	
	Totals =_ 350 100 .
Performance points = 350 V Perfo	rmance rating score =12 V
Current salary = 20.09 V Salary increase .70 V New rate	e o <u>f pay = 20.79</u>
Confidentiality Statement: Employees of	Parma Community General Hospital will routinel
	1

CONFIDENTIAL

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 77 of 147. PageID #: 749 Moss Affidavit EXHIBIT 1

come in contact with information concerning Parma Community General Hospital operations and/or its patients. The employee shall hold this information strictly confidential an shall not repeat, copy, or communicate this information to any person (including withou limitation - family and friends) or entity outside of Parma Community General Hospital. Employees, however, may share and/or discuss certain work-related information among themselves as is necessary to perform their particular job duties.

Reviewer's Signature Manual May Date 12-1-05

Dept. Dir. Signature Manual May Date 12-1-05

Line Admin. Signature Aller Appleto Date 12-1-05

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 78 of 147. PageID #: 750 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS

AGE SPECIFIC CRITERIA

Name: Office pero	•			Jo	b Till	e: <u>R</u> u		- 7-		أرسانيا			
		:		. •	:		٠.				<u>ern</u>	- sec	<u>ب</u>
Job Summary: In caring for the patient, ider level of growth and developi provide care based on the p appropriate to the age of the in all areas of the Job Descr	hysic hysic	Der Cal, p Ient	nonsi Sycho Consi	rates ISOCÍ	al, ed	wedge lucation	and	skilis	neces	sary	to		·
		2			· · · · · ·	TH TO	18	YEAR	s		*	• • • • • • • • • • • • • • • • • • •	. :
Legend: M = Meets NM = Not Meets N/A = Non Applicable		infa Birli 12 mor	ı to		Preso			School , 6 - 12 yr			Adolesc 3 18 y		
	. М	NM	N/A	. М	. NM	N/A	М	NM	N/A	М	NM	· N/A	1
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.		:			<u> -</u>						7	307	
Recognizes patient's level of psychosocial development and modifies interventions accordingly.				· :		-					.,	is	1
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.						., .];	/		•			
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.						•	/			 			
Monitors vital signs and is aware of accepted normal ranges for age group.						(4)				*		. < 2 ;	ļ
Determines and documents head circumference.	1		 	_	1	} /-			X			·	
Prepares and administers medication doses based on weight and age.					.: ,					_			
Evaluates self-care abilities/limitations and identifies need for additional safety measures.		····			1			-					
dentifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).					/								
Evaluates and documents signs/symptoms of abuse or neglect, Follows appropriate evaluation and reporting procedures.				/		_					-		
Determines and documents immunization status.										-			l L
follows procedures for obtaining consent to treat minor, respectful of patient's rights, i.e., imitation of treatment.	·	. /	/		-	,							
Evaluates the learning needs and teaches atient/family.		7					• •		-		\dashv	\neg	
· · · · · · · · · · · · · · · · · · ·							<u> —</u> Г.				- 1	1	

CONFIDENTIAL

"ÜĤ-MOSS 1142

Υ;

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 79 of 147. PageID #: 751 Moss Affidavit EXHIBIT 1

Parma Community General Hospital (

EMPLOYEE'S EDUCATION RECORD

ne: Debble, Mass Position: Recrection The reputation properties The reputation of the properties of the results											
wepartment:	BOA				•	•		.,	Year 200-5		
Date	Title of Program	Orientation	Inservice	Contact Hours	Independent Reading	Age Related	Mandatory	Competency	Location/Sponsor	Total # of Hours	Contact Hours
	Annual Safety Education						Х		PCGH		
1.20.05	PPS:						X		BCOA	1	
1.28.05	Sewie Tranna			·			X		1/	1,35	
7.21.05	Team Bulling-			1/					Corneston, of Hy	0,2	2,
Preventil	HKC50/VING CONFI	at_					. 3		Keshoo Ed. Y Colo	MSO/SOU	(05)
3000	Sofety-fair				,		\times		PCGH		
<u>) </u>	- 1			· ·			ļ 				
		•			<u>. </u>						
	•						<u> </u>				
	-							•			
										,	,
			,		,	·		•			
						-					
						·					
		• •	 								
	!			<u>.</u>				i			- A

Page 1 of 2 N-155 3/02

EMPLOYEE'S EDUCATION RECORD DPC 9110/9516312W 6/95 3/6/02

CONFIDENTIAL *

UH-MOSS 1143

Vational Council for Therapeutic Recreation Certification®

Be it known that

Deborah Ann Moss

National Council for Therapeutic Recreation Certification and may use the designations has met the certification requirements of the

CTRS®

tified Therapeutic Recreation Specialist

Certification Number 20219

6/30/2005

Expiration Date

laner Wanul

Karen Wenzel, M.A., CTRS Chair of the Board of Directors

Bob Riley, Ph.D., CTRS
Executive Director

trademarks, including, the marks "CTRSa" and "Certified Therapeutic Recreation Specialist" may only be used in accordance with the rules 92003 National Council For Therapeutic Recreation Certification (NCTRCs). All Rights Reserved. This document and the NCTRC and standards of NCIRC. This document must be returned immediately upon request by NCIRC.

CONFIDENTIAL

UH-MOS\$ 1150

Moss Afficia vit E.X.HIBIT 1

EMPLOYEE ACKNOWLEDGEMENTS

Employee Handbook

The Employee Handbook describes important information about Parma Community General Hospital, and I understand that I should consult the Human Resources Department regarding any questions not answered in the Handbook.

Since the information, policies, and benefits described here are necessarily subject to change, I acknowledge that revisions to the Handbook may occur at the discretion of Hospital management. All such changes will be communicated through official written notices, and I understand that revised information may supersede, modify, or eliminate existing policies. Only the President of the Hospital has the ability to adopt any revisions to the policies in this Handbook. No verbal modification of the policies reflected in this Handbook will be effective.

I have entered into my employment relationship with Parma Hospital voluntarily and acknowledge that there is no specified length of employment. Accordingly, either the Hospital or I can terminate the relationship at will, with or without cause, at any time for any reason.

Furthermore, I acknowledge that this Handbook is neither a contract of employment nor a legal document. I further acknowledge that the Hospital's interpretation and application of this Handbook will not constitute an express or implied contract of employment. If, in this Handbook, the Hospital has mistakenly stated anything that is different from the actual provisions of the applicable benefit plan documents, the actual provisions of the benefit plan will govern.

I have received the Handbook, and I understand that it is my responsibility to read and comply with the policies contained in this Handbook and any revisions made to it.

Employee's Signature Date

Deborah A. Moss

Employee's Name (Printed)

CONFIDENTIALITY AND SECURITY

I have been granted access to use Parma Community General Hospital's computer resources. I agree to the following:

- 1. I have a legal obligation to hold confidential all information, including computerized data to which I have access.
- 2. I will only share information on a need to know basis with those individuals who:
 - a. Facilitate patient care
 - b. Perform a service or duty for the Hospital
 - c. Are covered by a "Business Associate" agreement
- 3. I will only gain access or information needed for the performance of my job duties.
- 4. Logins, passwords, and other forms of access/identification that are assigned to me are confidential and are not transferable.

Rev. 1/05

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 82 of 147. PageID #: 754 Moss Affidavit EXHIBIT 1 ODÁYS DATIE PARMA COMMUNITY GENERAL HOSPITAL .07/27/2006 PERSONNEL AUTHORIZATION MOSS, DEBORAH A 03752 63 SALEM COURT HINCKLEY, OH 44233 MARIJAGS 05/31/1965 Märried 6000 12/12/1996 RECREATION THERAPIST SALAROLDATEDA SHOURTHARE SALARY GHANGE TY 07/09/2006 Increase General Adj AMEXILADDIA ISATETRIS 07/08/2007 Annual Appraisal 0800 1630 WAY SECURING YES AND VINCOUNT ACTIVITIES DAID THERAPIST. 20219. 04/06/2003. RETURN FR-LOA-HR-PT AYEMERGENCYSCONIAGUNAMES AS SA EXPERIENCE PROPERTY OF THE PRO MOSS, BILL 303-4759 ASTRIBUTE ADDRESS ASTRIBUTE NO SELECTION OF STATE OF SECTION 4367 W 229 ST FAIRVIEW PARK, OH 44126 COMMENTS: CONFIDENTIAL

National Council for Therapeutic Recreation Certification®

Be it known that

Deborah Ann Moss

has met the certification requirements of the

CTRS®

National Council for Therapeutic Recreation Certification and may use the designations

rtified Therapeutic Recreation SpecialistTM Certification Number 20219

Expiration Date.

6/30/2006

Alfred G. Kaye, CTRS
Chair of the Board of Directors

100/00/

Bob Riley, Ph.D., CTRS Executive Director

uzdemarks, including, the marks "CTRS®" and "Certified Therapeutic Recreation Specialist" may only be used in accordance with the rules 92004 National Council For Therapeutic Recreation Certification® (NCTRC®). All Rights Reserved. This document and the NCTRC and standards of NCIRC. This document must be returned immediately upon request by NCIRC.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 84 of 147. PageID #: 756 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS

Name: Allo Mass	ES	PEC	IFIC		IȚERI ob Titl	2	D	ZIZK.	1	9 N B	<i>ል</i> ሌ	10
			7.		· · · ·	··/-		<u> </u>		<u> </u>	yer	<u>~_</u>
Job Summary: In caring for the patient, iden level of growth and develop provide care based on the pl appropriate to the age of the in all areas of the Job Descri	nent hysic pati	. Der æl, p ent	nons sych Cons	trate osoc iden	s knov ial, ed ation is	viedge lucation s diven	and al s	.skills	neces	san	y to	ande (
	: `	•		:	BIR	тн то	18	YEAR	s .			
Legend: M = Meets NM = Not Meets N/A = Non Applicable		Infa Birti 12 mor	i to		Preso		School Age Adolesc 6 - 12 yrs * 13 - 18 y					
· · · · · · · · · · · · · · · · · · ·	M	NM	N/A	M	NM	N/A	М	NM	N/A	М	,NM,	N/A
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.	1.		/				٠.	13				
Recognizes patient's level of psychosocial development and modifies interventions accordingly.				'						6 5 e 6 7 .		7
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.		1	5			5			: (::(en.		7
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.			5		,		= = ;			,		
Monitors vital signs and is aware of accepted normal ranges for age group.		1	(-{						//
Determines and documents head circumference.		:			1:		r :		x/			\bigvee
Prepares and administers medication doses based on weight and age.	- '				:	/:			/	1.1	7.	
Evaluates self-care abilities/limitations and identifies need for additional safety measures.	••		-	1			-		1			1
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).		i	1								•	7
 Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.)			
Determines and documents immunization status.						7			11	_	_/	'
Follows procedures for obtaining consent to treat			\Box						7	<u> </u>	-	

CONFIDENTIAL ... -- -- --

patient/family.

a minor, respectful of patient's rights, i.e., limitation of treatment.

Evaluates the learning needs and teaches

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 85 of 147. PageID #: 757 Moss Affidavit EXHIBIT 1

RECEIVED

UH-MOSS 1135

]	<u>Performance</u>	APPRAISAL	YND DEAEPC	PMENT FOR	<u>574</u>	
Name (Print):_				Social Se	MAY # curity	3 1 2006 •
Job Title:	SS, DEBORAH A			Departmen	HUMAÑ	RESOURCES
Ann	nual Appraisal 0 GEROPSYCH			Cost Cent		, <u>, , , , , , , , , , , , , , , , , , </u>
Annraisal Time. (Cir	ral ol	6 Month H	1 <u></u>			7.7
Appraisal Type: (Ci:						
REVIEWER'S COMMENTS Debbie has reduced l has worked extra day Geriatric patient gr leads. She attends	der hours a ys when need roup. She a inservices	and works m ded. She i identifies and comple	ostly week s comforta their need tes compet	ble works	ing with	the groups she
GOALS FOR NEXT YEAR: Continue to work in Enhance process. Ev and how they can be population.	: part-time : raluate with	status. De h other the	welop grou rapists cu	rrent tre	atment a	pproaches
employee's comments:	:		<u></u>			
		PERFORM	ANCE APPRA	<u>ISAL</u>		
		Points			. ,	<u>Points</u>
	. <u>5</u> x <u>3</u> ≈		Goal #6	20 x 3=	60	
Goal #2 <u>1</u>	. <u>5</u>	= 45	Goal #7	5 x 3=	<u>15</u>	
Goal #3	<u>5 x 3 </u>	=15				
Goal #4 <u>1</u>	.0 x 3 <u>s</u>	-30				
Goal #5 <u>3</u>	0 x <u>5</u>	=150				
			Totals	. = _	350	
erformance points =	360	Perfon	mance rati	ng score	=12 .	
Current salary = <u>20.</u>	<u>79</u>	,	1K16/6			

CONFIDENTIAL

satary increase	New rate o <u>f pay =</u>	
come in contact with informand/or its patients. The shall not repeat, copy, or limitation - family and from Employees, however, may shall not repeat to the contact of the	mation concerning Parma Commu employee shall hold this info communicate this information	y General Hospital will routine nity General Hospital operations rmation strictly confidential as to any person (including withou arma Community General Hospital rk-related information among job duties.
Employee's Signature	Newha MBS	
Reviewer's Signature Man	uly play	Date 5-20-06
Dept. Dir. Signature	subring Lewis	Date _5/26/06
Line Admin. Signature		Date

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 86 of 147. PageID #: 758 Moss Affidavit EXHIBIT 1

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 87 of 147. PageID #: 759 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

Name:	Deprimens.	<u></u>	Job Title: 2T	

Job Summary: In caring for the patient, identifies the special needs of the patient's age and respective level of growth and development. Demonstrates knowledge and skills necessary to provide care based on the physical, psychosocial, educational, spiritual and safety needs appropriate to the age of the patient. Consideration is given to age specific competencies in all areas of the Job Description/Performance Appraisal.

		BIRTH TO 18 YEARS												
	Legend: M = Meets NM = Not Meets N/A = Non Applicable		Infant Birth to 12 months.*			Presci 1 - 5 y	rooi rs		School . 6 - 12 y			Adolescent		
		M	NM	N/A	M,	NM.	· N/A	М	, NM.	N/A	М	· NM	N/A	
•	Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.							•	7::	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	 	, ,		
	Recognizes patient's level of psychosocial development and modifies interventions accordingly.							: :	. ; ;				1.0	
	Recognizes patient's psychosexual development and expressed concerns and responds accordingly.							/: ::					10 A	
_	Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.				* 1									
	Monitors vital signs and is aware of accepted normal ranges for age group.	4					-21.5 ¹		/					
	Determines and documents head circumference.		`- <u>\</u> : -	, +, 5			Ja	//		×		- 1	×	
-	Prepares and administers medication doses based on weight and age.	: .	, , ,	4.00									<u>^</u>	
	Evaluates self-care abilities/limitations and lidentifies need for additional safety measures.													
	Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.):		ia.		/									
	Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.													
	Determines and documents immunization status:		', "	;		·.]		3 :			_			
٠,	Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.													
<u> </u> 	Evaluates the learning needs and teaches patient/family.						e e e e e e	, , , , , , , , , , , , , , , , , , ,						
												1		

20/9520710X 7/95 CONFIDENTIAL UH-MOSS 113

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 88 of 147. PageID #: 760 Moss Affidavit EXHIBIT 1

Parma Community General Hospital EMPLOYEE'S EDUCATION RECORD

ne: Wr	mu Moss	<u>ノ.</u>	<u> </u>	<u>;:::</u>	Posit	ion:_	14	1	Empl	oyee #	
⊷epartment:	BCOA	<u> </u>	<u> </u>				·		Year: 5/6 - 3	7	
	,			• •	••••	• •		•			
Date	Title of Program	Orlentation	Inservice	Confact Hours	Independent Reading	Age Related	Mandatory	Competency	Location/Sponsor	Total # of Hours	Confact Hours
18/12	Annual Safety Education			,			X	,	PCGH	,	
1/06	Lune		۱.						BEA	v.	
2/04	4.4				. A	T			Best		
			27.00	• ` ·	19	7.7					
				!:	il je			47. 7			
		-			; , , , , , , , , , , , , , , , , , , ,						
			, ,								·
					ا برا		·:				· · · · · · · · · · · · · · · · · · ·
				٠	•		-				
+				, ,			• .				•
					· .						; :
				s		•					
					• • • •	y = 1		•			
					, .			• • •	A 12 A 14 A 14	•:	
,			. :					•			
								<u> </u>		1 22	<u>: ' -</u> _
~			. ;								·.
			<i>,</i>	• • •		•, 			#	,	, ,
		· · ·	·	 					<u> </u>		:
•	e en				-		12			, ,	• • • • • • • • • • • • • • • • • • •
					.						·
)			* ' ;		<u></u>			· · ·			
·					<u>.</u>					*	
	Page 1 of	52;			;	. ``*			EMPLOYEE'S	EDUCATION	RECORD

CONFIDENTIAL

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 89 of 147. PageID #: 761

Moss Affidavit EXHIBIT 1

PARMA (COMMUNITY GENE PERSONNEL AUTHORI		07/27/2007
A SOCIAL SECURITY II	TERSONVELACTHOR	en generalisa (n. 1925). Antonio de la composició	
	MOSS, DEB		CLG/CA NUMBER 03752
63 SALEM COURT		HINCKLEY, OH	2/12 CC/012 44233
	<u> </u>		
COLUMN SERVICE	15/31/1965	Married F	12/12/1996
COSTOCIENTER CTVL I 102 THE	75.5 (1.5 sg		
6910 6000 12/12/		TION THERAPIST	031601 137
HRLY-PT 07/08	7 DA TID 14 OUR 1 Y A.A. 3/2007 21,7400	A	General Adj. 40.00
PRISI DIVIS	70.75		
07/06/2008 Annual Apprais	9,0) 30	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
CERTIFICENSE CLAND			
THERAPIST 20219 RECREATION	414		RETURN FR-LOA-HR-PT
ENTROLYCY CO MOSS;		440	303-4759
War same a house of the control of t			
4367 W 229 ST		AIRVIEW PARK, OH	4A126
COMMENTS:			
- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1	CONFIDEN	TIAL	UH-MOSS 1124

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 90 of 147. PageID #: 762 Moss Affidavit EXHIBIT 1

•	•	•		
PERFORMANCE	APPRAISAL AND D	EVELOPMENT FORM	<u> </u>	
Name (Brink) - DEBODRI MOCC		Casial Community	مست	
Name (Print): DEBORAH MOSS Job Title: Recreation Therapist		Department / Ini	/ #:	
Effective Date of Pay Adjustment:				
	provement Plan Fo		90 days	
ب بسر بسر بسر بسر بعد بعد بعد هم فقط گفت فقط العد فقط العد و مع مع مع بعد بعد سب مسرح بها و مساوح العد و مساوح	· — — — — — — — — — — — — — — — — — — —			- ,
REVIEWER'S COMMENTS AND DEVELOPMENT	_ - : -			•
Deb remained very flexible when we	were down one RT	. She was able	to provide	additional
time for the unit.		• •		
	,	,		
	•			
•			-	
ا نن نے بنت نے اپنے نے لیا ہند جانب سے ہے ہے ہے ہے ہے۔ سے سے باتے ہے ہے اور ان اور ان اور ان اور ان اور ان اور س			·	*********
GOALS FOR NEXT YEAR:	•			
Assist with the improvement with pa	tient satisfaction	on scores.		
•				
•				
•				
		•	ئىڭ ئىنىڭ ئىنىڭ ئىنىچ چاردىنى روپىل چىنىڭ ئىنىڭ سىياد ئىنىپ	
employee's comments:				
·	•		•	
RATINGS: & Rating Po	oints	& Rating	Points	
	15 Gc	oal #5 <u>35 x</u>	<u>3</u> <u> </u>	5
· · · · · · · · · · · · · · · · · · ·	_ <u>15</u> Go	oal #6 <u>35</u> x _	3 = 10	5
	30			
Goal #4 <u>10</u> x <u>0 </u>	0			t
	Totals = '	<u>100</u> <u>270</u>	— എ	17/19
	n a			7 1 1
Confidentiality Statement: Employee				
coutinely come in contact with info Mospital operations and/or its pation				
nformation strictly confidential ar			•	
this information to any person (incl				
riends) or entity outside of Parma			_	
owever, may share and dr discuss co		-		
hemselves as is necessary/to perfor				•
	Min		1/2	•
imployee's Signature	11/2 (1)	Date	6/2/107	
eviewer's Signature /	• •	Date		•
ept. Dir. Signature Olympu Mo	rnuel	Date	0/2/107	
ine Admin. Signature (*	Date _	, , , , , , , , , , , , , , , , , , , ,	
ignatures indicate that a discussion				
cknowledgment of Parma Community Ge	neral Hospital C	Confidentiality	and Privacy	
Considerations.				

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 91 of 147. PageID #: 763 Moss Affidavit EXHIBIT 1

- Parma Community-General-Hospital-(

EMPLOYEE'S EDUCATION RECORD

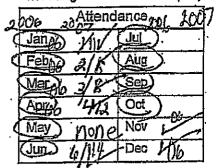
الوني:يne: Department:	Behrunn	ت	de	رر	,)			Year: 200 6	- 12/x	<u> </u>
, , , , , , , , , , , , , , , , , , ,											<u> </u>
Date	Title of Program	Orlentation ·	Inservice	Confact Hours	Independent Reading	Age Related	Mandatory	Competency	Location/Sponsor	Total # of Hours	Contact Hours
•	Annual Safety Education					,	Х		PCGH		
2.11.06	Sevic Training	·	X				X			ACTORIAL IN	
3-17:06	-13-Test	7		;			.X				
	· · ·	ı		,				-			
6,11,06	Enhant Toma		X						Peell	.50	1
	Video o		7		i			•	1-004		
1 11 %	See No. Vobo	•	X.			,			.\$\	,25	· · · · · · · · · · · · · · · · · · ·
	Managing Distrib	e.		X				1	Lokeshore	a	.2
	navior in Obor Adi								CounsolMS: Mice		
·····	Dementia							J			
1-30.06	Folls Prevention		-		X			X	PCGH		•
	ROSTIONT COMP	nb)	Y.	•							
. 3006	Actuaty / RTRE	ļ · .	1			X			Profil partinly	2 125	<u></u>
750G	Pt Rivints		•		X	·		X	R COA	- !:	: .
7.506	Safety Falk		•	· ,		ľ	X		profil	,	··········
11	Cottualina	1.					X		PC6H		
0.00	Dacheryyddi	山 山 山	_ 1		7		-		lotoch-o=la	2	. 3
	Hab mintenne		مر						TAMES TO ACT CHARGE		
·8.07 I	3ccompc 0-1) legis				7		1				
of Pr	abisonnal tet aits	_		1						1	-1
4.11.00.	In Stark Both	}				+			Northwestenn	1012	2
PA	Atros LCOSCRON	PIL	+			1			Salutions	***	
611167	Page 1 of 2 Rebott No. 155 3/0 Rebott NBMID Stro	-	 25	<u> </u>	C	' ONF	IDE	NTI/	EMPLOYEE'S I DPC 9110/9516	•	/6/02 1

Parma Community General Hospital

EMPLOYEE'S EDUCATION RECORD (cont'd) ACCOMPLISHMENTS

Staff Meetings

in the box on the left, enter a check mark by the month of each staff meeting you attended. Circle those not attended. In the box on the right, circle the months you presented at a staff meeting and indicate the topic next to the month.



		Pres	entations.	
	Jan .		Jul	
ı	Feb.		Aug	
t	Mar	. '1	Sep	
۱.	Apr	•	·.Oct	
	May		Nov	•
1	Jun		Dec	

Committee Participation

Enter the names of the committee(s) on which you participate. Check the months of attendance. Check if unit, department, or hospital level.

	ı	eve	9		_=		Mor	nth c	of Af	tend	dano	:a		·	٠
Committee Name	H-ZC	-10 m D	HOSP	J A N	சு ਜா	M A R	₹₽ R	M. A Y	N U	I I	A U G	ல்யம	001	Z 0.>	DEC
		·		,			•			·					
					-	, , , , ,	1							,	Γ
	1					-						11			
		•		·								·			· ,
										•		٠,			
		•											ļ		

Special Achievements

Enter achievement and date.

Theopycic	Title	Date
Certifiel Ro	according the family special ist	5.1.06 - 5.1.07
11:	11 11	5.07-5/0X
EPCU (P		5.10.07

Note: Forward to Human Resources with: Annual Performance Review

Page 2 of 2

EMPLOYEE'S EDUCATION RECORD - ACCOMPLISHMENTS
DPC 9110/9516312X 6/96 3/6/02

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 93 of 147. PageID #: 765 Moss Affidavit EXHIBIT 1

1

TODAYSDAm PARMA COMMUNITY GENERAL HOSPITAL 03/28/2008 PERSONNEL AUTHORIZATION SOCIAL/SECURITY# TEMPLOYEE NAME *CLOCK:NUMB* MOSS, DEBORAH A 03752 STREETADDRESS CITY;STATE **63 SALEM COURT** HINCKLEY, OH 44233 EHONE NOS DATE OF BIRTH OMARITAE S EMPLOYMENT DATE: CODE 330 278-2882 05/31/1965 Married 12/12/1996 COST CENTER CTRL 6 JOB EFFECTIVE JOB TITLE JOB CODE 6910 6000 12/12/1996 RECREATION THERAPIST 031601 137 💥 NEMPLOYMENISTATUS VI WSALARYDATEST HOURLY, RATE SALARY CHANGE TYPE HRLY-PT 03/16/2008 21.7400 Increased Hours 48.00 APPRSENDATE TAPPRAISAL-TYPE TE NORMIN 07/06/2008 Annual Appraisal 0800 1700 30 CERT/LICENSE GEP NO: AGTIVITY DATE: NY ERECENTACTIVITY THERAPIST-20219 04/06/2003 RETURN FR-LOA-HR-PT RECREATION EEMERGENCY-CONTACTINAMIA TELEPHONE MOSS, BILL 440 303-4759 4367 W 229 ST FAIRVIEW PARK, OH 44126 TERM DATE COMMENTS: CONFIDENTIAL **UH-MOSS 1122**

Annual Appraisal 6910 GEROPSYCH UNIT PERFORMANCE APPRAISAL AND DEVELOPMENT FORM Name (Print): Social Security #: Job Title: Recreation Therapist Department/Unit: BCOA Effective Date of Pay Adjustment: Cost Center: 69/6 Appraisal Type: (Circle) 6 Month Transfer 6 Month Annual Performance Improvement Plan Followup 60 days 90 days REVIEWER'S COMMENTS AND DEVELOPMENT PLAN: nets all Jerfrmance expectations GOALS FOR NEXT YEAR: EMPLOYEE'S COMMENTS: Support to Families + promote PCEH services RATINGS: Rating Points Goal #1 _ 5 x <u>3</u> Goal #5 35 x Goal #2 _ 5 x <u>\3</u> Goal #4 10 x Confidentiality Statement: Employees of Parma Community General Hospital will routinely come in contact with information concerning Parma Community General Hospital operations and/or its patients. The employee shall hold this information strictly confidential and shall not repeat, copy, or communicate this information to any person (including without limitation - family and friends) or entity outside of Parma Community General Hospital. Employees, however, may share and/or discuss certain work-related information among themselves as is necessary to perform their particular job duties. Employee's Signature Date Reviewer's Signature Date

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 94 of 147. PageID #: 766

Signatures indicate that a discussion has been held concerning this appraisal and acknowledgment of Parma Community General Hospital Confidentiality and Privacy

Date

Dept. Dir. Signature

Considerations.

Line Admin. Signature

Moss Affidavit EXHIBIT 1

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 95 of 147. PageID #: 767 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

EMPLOYEE'S EDUCATION RECORD

	ıe: /	10/0/10	<i>\</i> \	LO	22		Posi	tion:	ΔŒ	<u> 7770 c</u>	1/01/\//1/1614/01/Emp	loyee #: <u>. </u>	
pa	arimeni:	1500	7	,			****	```			Year: 6/20		3.0c.8
		<u> </u>	9 - FIFTH - 1						** ' '	·		· /	,
		Salar Albert	- 4	: :		1.	<u>B</u>					i y w and	
				Ę	,	Ris	eadi	ģ	ا ک	ા			.
			·· :	tatio	 	' 문	발	ä	ator	ite i	in the second		
				Ortentation	Inservice	Contact Hours	ige:	Age Related	Mandatory	Сотретелсу	***************************************		
ı	Date	Title of Pr	ogram	Ō		Cor	Independent Reading	\$	E	ပြ	Location/Sponsor	Total #	Contact Hours
	-			1			ğ	1		1:			· x louis
1 7	19/07	Annual Safet	lv iii			<u> </u>		1	<u> </u>	+-	PCGH		
101	~ WO7	Education			1]		X	: 2)	PCGH		, **.
~ .	1	Behavior	Some	<u> </u>	<u> </u>	ļ.,			<u> </u>	1:	Q -		1
71	4.07	1452 V 1043111 1	OULC 1	4)/	<u> </u>	V	<u> </u>				Massonic Con	1	
	1 9 7\r	Sevele coc	MINO							1	Madina	6	6
9.2	17:07	10000		41163		-		,	V	╁┈			4
t_s		- OUAR	10	 		-	-	<u> </u>		1	PC61	1.45	-45
		CXCL	AQ.	 			<u> </u>			ļ			
12.	18 62	CVITA	ral										
, <u>`</u>	1 :	Dive	1517		, ,	٠.			X		n de generale d		i
3.	19.08	Negativi			2.1						Lolesnon course	10	····
	1 00		/	 		-! -				-	Cornersione		2
• .			·	 	<u> </u>				-				
		<u> </u>	-	<u> -</u>		<u>. </u>		4 to	<u>.</u> , .	ļ			
			•	-]	1
٠		<i>t</i> "	•] [,	77.	•				
			•	·		·.			•			 	
				ļ					1.4 ÷. ·			<u> - </u>	···
	· · ·		_ ,**,* *	ز ، م	<u></u>		· .				. V		
			•			<u>` :: </u>			٠.				_
	•	, 				İ						160 Str. 12	
124	وسه ا				1					••	***	-	
<u></u> ,								<u> </u>	`	7	** * * * * * * * * * * * * * * * * * * *		'
		· · · · ·		- ,				·				- •	
., 			,									7	_
	<u> </u>										,		
`	. 1	•			-				\neg		· · · · · · · · · · · · · · · · · · ·		
				-		_		+	- - -	<u> </u>			
		<u> </u>	Page 1 of		1.4	٠ ,					ENDI OVERIA		

N-155, 3/02

EMPLOYEE'S EDUCATION RECORD DPC 9110/9516312W 6/95 3/6/02

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 96 of 147. PageID #: 768 Moss Affidavit EXHIBIT 1

Parma Community General Hospital.

Human Resources Manager Forms 0314-0004 Task# 310 850

Type of Request: Reduction of His *ONLY*

Employee Name: MOSS, DEBORAH A

SS

Department: 6910

GEROPSYCH-IP

Effective Payroll Date: Mar 16, 2008

Back from LOA? N Return Date:

Job Ch? N Job from:	To:
Cost Center From: 6910 GEROPSYCE-IP Status From: Part Time - Hourly Rate Ch? N Hourly Rate From: # of Hours Per Pay From: 40 Shift Start/End Times From: - Alt Shift Start/End Times From: -	To: To: Part Time - Hourly To: To: 48 To: To: -
Will this make or keep a dual employee? N 2nd Job From: 2nd CC: 2nd Status: 2nd Hrs Per Pay:	Will the employee leave ANY positions to take this one? How Many?

Will they take call? N

Remove Call?

Add the following Registry:

Job Transfer Hours per pay could be used from multiple open positions, see below.

Position Task # Position Hrs Hrs Employee to utilize Remaining Hrs

Comments: .

Staff has been working 48 hours all along.

Requested by: SCHAEFER, DEBRA A 4189

User Signed On: SCHAEFER, DEBRA A Date: 03/14/08 at 1109

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 97 of 147. PageID #: 769 Moss Affidavit EXHIBIT 的国际特别。 PARMA COMMUNITY GENERAL HOSPITAL 10/02/2009 PERSONNEL AUTHORIZATION TAIN CITY NO. 7.17.3 MOSS, DEBORAH A , 03752 (T : 177/77) 63 SALEM COURT HINCKLEY, OH 44233 38 14 7 7 4 6 DOTAGO VILMI DALL Married 12/12/1996 STEPPER PROSPER. 12/12/1996 RECREATION THERAPIST MOTALLE TE 22,1700 Increase General Adj Annual Appraisal 07/04/2010 0800 THERAPIST-RECREATION RETURN FR-LOA-HR-PT MOSS, BILL 303-4759 277 3 57.7 FAIRVIEW PARK, OH 44126 COMMENTS: **UH-MOSS 1106**

Job Descriptions - PDR3

Page 1 of 3



Human Resources

Human Resources > Job Descriptions > PDR3



To edit, 'mouse-over' the Employee's Name then select 'Edit Item' from the dropdown Performance Appraisal and Development

Human Resources Site

Employee Information

Employee Name

Department

Index Appraisal Type* Total Points Total Weight

Clock Number

MOSS. DEBORAH A

031601 -RECREATION THERAPIST

Geropsych (6910)

Annual

300

100% 03752

Reviewer's Comments & Development Plan (Click for Outstanding Performer criteria)

160

Employee Name

Clock Number%

Outstanding Performer

W

MOSS, DEBORAH A

03752

Debbie provides an excellent service to the patients of the BCOA. She shows extreme patience with difficult clients and has innovative ideas for programming purposes. Her attendance and willingness to flex her schedule to cover is great.

In addition, the following expectations of the position as it relates to the BCOA unit in 2009/2010 will be:

- 1. Demonstrate positive communication between families, visitors, staff, and patients
- Warmly greeting families and visitors upon entering the unit
- 3. Continue to communicate with the team to improve the patients' individualized treatment planning process
- 4. Attend 75% of staff meetings throughout the year
- 5. Be familiar with the 2009 Joint Commission Nation Patient Safety Goals and how each relate to your position/rola
- 6. If leaving the nurses station unattended, carry portable phones at all times
- 7. Initiate an inquiry sheet for all potential admission calls and communicate this to the Program Director
- 8. Work to develop an enhanced skill level for dealing with our more complex and difficult patient population to ensure the safe (for both the patient and staff member) delivery of patient care while maintaining a very low rate of seclusion/restraint usage

Employee's Goals for Next Year

Employee Name

Clock Number W

MOSS, DEBORAH A

Continue to provide quality care and therapy to patients to enhance the quality of life

Continue to attend seminars to increase knowledge and to enhance therapy provided to patients

Employee's Career Objective

Employee Name

Clock Number W

MOSS, DEBORAH A

03752

Employee's Verbal Comments, (Entered by Reviewer - Optional to Employee)

Employee Name

Clock Number 37

MOSS, DEBORAH A

03752

Employee's Written Comments

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 99 of 147. PageID #: 771 Moss Affidavit EXHIBIT 1

Page 2 of 3

Job Descriptions - PDR3

(Attach additional pages if needed) Job Description Goals 1-5 Job Description Goals 6-10 Clock Number 🖁 Employee Name Employee Name Clock Number 2 MOSS, DEBORAH A 03752 MOSS, DEBORAH A 03752 Goal #1: Maintains standards of Service Excellence in Action. Goal #6 Score*: 0 1. Communications (Listening, Sharing, Caring). Goal #6 Points: 0 2. Courtesy (Attitude, Values, Respect). 3. Teamwork (Commitment, Cooperation, Solutions). Goal #7 Score*: 0 4. Image & Appearance (Professional, Healthy, Reflection) Goal #7 Points: 0 Goal #1 Weight: 5% Goal #8 Score*; 0 Goal #1 Score*: 3 Goal #8 Points: 0 Goal #1 Points: 15 Goal #9 Score*: 0 Goal #2: Uphold the Mission of the Hospital to provide . excellent personalized health care and the organization's Goal #9 Points: 0 Integrity, Community Partnership, Commitment and Goal #10 Score*: 0 Stewardship, Collaboration and Teamwork, Individual Growth and Development. Goal #10 Points: 0 Goal #2 Weight: 5% Goal #2 Score*: 3 Goal #2 Points: 15 Directs work to support and improve department performance and customer satisfaction. Goal #3 Weight: 10% Goal #3 Score*: 3 Goal #3 Points: 30 Completes BCOA recreational assessments. Goal #4 Weight: 40% Goal #4 Score*: 3

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 100 of 147. PageID #: 772 Moss Affidavit EXHIBIT 1 Job Descriptions - PDR3 Page 3 of 3 Goal #4 Points: 120 Plans and implements therapeutic recreational activities for the patients. Goal #5 Weight: 40% Goal #5 Score*; 3 Goal #5 Points: 120 Clock Number 智 Complete* 03752 Confidentiality Statement: Employees of Parma Community General Hospital (hospital) will routinely come in contact with information concerning hospital operations and/or its patients. Employees will hold this information strictly confidential and shall not repeat, copy or communicate this information to any persons (including without limitation, family and friends) or any entity outside of the hospital. Employees may share and/or discuss work related information to the extent necessary to perform their job duties. **Signatures** Employee

Signatures indicate that a discussion has been held concerning this appraisal and acknowledgement of Parma

Community General Hospital Confidentiality and Privacy Considerations.

Date

Date

Date

Reviewer

Director

Line Administrator

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 101 of 147. PageID #: 773 Moss Affidavit EXHIBIT 1

Parma Community General Hospital EMPLOYEE'S EDUCATION RECORD Employee#: Independent Reading Contact Hours "Orientation Age Related Inservice Competency Date Title of Program Total #. Contact Location/Sponsor of Hours Hours Annual Safety 10.6.08 Education PCGH " 2 11 11.

Page 1 of 2 N-155 3/02

EMPLOYEE'S EDUCATION RECORD DPC 9110/9516312W 6/95 3/6/02 UH-MOSS 1110

CONFIDENTIÀL

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 102 of 147. PageID #: 774 Moss Affidavit EXHIBIT 1

Panna Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS

AGE SPECIFIC CRITERIA

-	f(t)	1 .		• •		1	4
Name:	Debora	L. mo	. مستهمك	4	_ Job Title:	Rec 2A	erapist
	•	. 1			- • ,		

Job Summary: In caring for the patient, identifies the special needs of the patient's age and respective level of growth and development. Demonstrates knowledge and skills necessary to provide care based on the physical, psychosocial, educational, spiritual and safety needs appropriate to the age of the patient. Consideration is given to age specific competencies in all areas of the Job Description/Performance Appraisal.

BIRTH TO 17 YEARS

•				•	DILI	пю	11.1	EMDO)	_		•
Legend: M = Meets NM = Not Meets N/A = Non Applicable	, 1 , 1	Infen Birth t 2 mont	io.		Prescho 1 - 5 ym			Beheel A B - 12 yr			dolesc 3 - 17 y	
	М	NM	N/A	М	NM *	N/A	М :	NM	N/A	M.	NM.	· Ņ/A
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.		:.	X			X		•	X.			ķ.
Recognizes patient's level of psychosocial development and modifies interventions accordingly.			X			*			¥		•	χ
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.			X	٠. ا		X			χ	•	•	χ
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.		•	*			۴	Ţ		Х		T.	λ
Monitors vital signs and is aware of accepted normal ranges for age group.			7			X			Х	·		X
Determines and documents head circumference.	Ĺ		X	· .		_X_			. X			χ
Prepares and administers medication doses based on weight and age.			X	,	·	¥	7.		x			λ
Evaluates self-care abilities/limitations and identifies need for additional safety measures.			X	• ;		X		•	X			λ
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).			X			K			X		: .	χ
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.			K			*			X			χ
Determines and documents immunization status.			X		-	У.			K			X
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.			X			\ \			γ.			X
Evaluates the learning needs and teaches patient/family.			Y.		•	· Y			χ.			χ

18 YEARS TO 80 PLUS

Legend: M = Meets NM = Not Meets N/A = Non Applicable	18	Aduli B - 40 y		41	Middle Adult - 64 yrs		65	Late Adult 5 - 79 yr			Late, Late, Late, Adult 80+ yrs	
	М	NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A
Recognizes age appropriate behavior, cognitive and physiological norms.			X	J					•	J	·	
Recognizes patient's level of psychosocial development and modifies interventions accordingly.			X	>				r		V	/	
Monitors vital signs and is aware of accepted normal ranges.			X	>			J	i.		1		
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.			X	J			J			V		
Identifies increased physical/emotional dependency needs and availability of support networks.			X	7.			J			V	į	
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.			X	V			J			V		
Encourages and facilitates age and developmentally appropriate responsibility for self-care.			X	J			J			1	,	
Evaluates self-care abilities/limitations and identifies need for additional safety measures.			X	1			1			1		
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).			X	J			J			1		
Follows procedures for obtaining consent to treat, respectful of patient's rights.			X	J			1		-	V	1	
Demonstrates knowledge of modification of medication doses based on age, weight, and sensitivity.			X	.)	,		J			V		1
Evaluates the learning needs and teaches patient/family.			X	V			/			V		

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., <u>Textbook of Medical-Surgical Nursing</u>, Sixth Edition, Lippincott, 1988.

*Foster, Hunsburger, Anderson, <u>Family Centered Nursing Care of Children</u>, Saunders, 1989.

		NITY GENERAL HOSPITAL NEL AUTHORIZATION	07/20/2010
MCM MC		MALITUS KOM	INCONCER.
,		MOSS, DEBORAH A	03752
		A control of the second	
	WOLF AND SEN	477.3846	200 500 10
	63 SALEM COURT	HINCKLEY, OH	44233
37, 31, 32, 32, 32, 32, 32, 32, 32, 32, 32, 32			3
	and the state of the section of the section of the section of the section of	THE WALL SEE MATERIAL STATE !	TOTALLO PARA TOTALO PARA TOTALLO PARA TOTALLO PARA TOTALLO PARA TOTALLO PARA TOTALO
330 2	78-2882 05/31/19	65 Married F	12/12/1996
ggreen va	- I a second a second a second a second a second a second a second a second a second a second a second a second	ENTER CHARLES	icicona cana
6910	600001/03/2010	RECREATION THERAPIST	031601 137
HRI		22.8400 Increase G	فينت المنافقة المساورة والمساورة وال
		morage Of	eneral Adj 48.00
177)		0800 1700 30	
		CONTRACTOR OF TABLE	790007 (07/17/5)
THERAPIST- ECREATION	20219	04/06/2003 RI	TURN FR-LOA-HR-PT:
	करणात्र प्रमुख्या सम्बद्धाः सन्। सम्। सम्। इतिहास		7.12.27.13.15.15.15.15.15.15.15.15.15.15.15.15.15.
	Moss, Bill	440	303-4759
	17 14 17 18 18 18 18 18 18 18 18 18 18 18 18 18		83.723
	4367 W 229 ST	FAIRVIEW PARK, OH	44126

Human Resources

Human Resources > Job Descriptions > PDR3_2010



To edit, 'mouse-over' the Employee's Clock No then select 'Edit Item' from the dropdown Performance Appraisal and Development Form

Human	Resources	Site

Employee Information

Employee Name doĽ Department Index Appraisal Type* TotalPts FWW. Total Weight 03752 MOSS. 031601 -Geropsych 0160 Annual 300 М Nο 100

DEBORAH A RECREATION (6910)THERAPIST

Employee's Goals from Last Period

Clock Number 📽 **Employee Name**

MOSS, DEBORAH A 03752

Continue to provide quality care and therapy to patients to enhance the quality of life

Continue to attend seminars to increase knowledge and to enhance therapy provided to patients

Position Goals 1-5

Position Goals 6-10

Employee Name Clock No Tr		Employee Name	Clock No W
MOSS, DEBORAH A	03752	MOSS, DEBORAH A	03752
Goal 1: Maintains standards of Se	ervice Excellence in Action.	Goal 6 Points: 0	

1. Communications (Listening, Sharing, Caring).

2. Courtesy (Attitude, Values, Respect).

3. Teamwork (Commitment, Cooperation, Solutions).

4. Image & Appearance (Professional, Healthy, Reflection)

Goal 1 Score*: 3

Goal 1 Points: 15

Goal 7 Points: 0

Goal 8 Points: 0

Goal 9 Points: 0

Goal 10 Points: 0

Goal 2: Uphold the Mission of the Hospital to provide excellent personalized health care and the organization's values of: Integrity, Community Partnership, Commitment and

Stewardship, Collaboration and Teamwork, Individual Growth...

and Development.

Goal 2 Score*: 3

Goat 2 Points: 15

Directs work to support and improve department performance and customer satisfaction.

Goal 3 %: 10

Goal 3 Score*: 3

Goal 3 Points: 30

Pololia

CONFIDENTIAL **UH-MOSS 1096** http://intranet/sites/hr/JDs4/PDR3_2010.aspx?Paged=TRUE&p_ID=1319&View=%7bAD... 10/7/2010 Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 106 of 147. PageID #: 778 Moss Affidavit EXHIBIT 1

Job Descriptions - PDR3_2010

Page 2 of 3

Completes BCOA recreational assessments.

Goal 4 %: 40

Goal 4 Score*: 3

Goal 4 Points: 120

Plans and implements therapeutic recreational activities for the patients.

Goal 5 %: 40

Goal 5 Score*: 3

Goal 5 Points: 120

Reviewer's Comments & Development Plans

Employee Name

Clock No 37

Performance Level (HML)

Ď.

MOSS, DEBORAH A

03752

Middle - Valued employee with room to improve

Debbie has been with the BCOA since the unit opened. She has an amazing ability to connect with her patients and their families. She's very creative with the activities and groups conducted with the BCOA patients. Debbie always tries to go over and above to help the staff with direct patient care.

Performance Improvement Plan

Employee Name

Clock No 📆

MOSS, DEBORAH A

03752

Employee's Goals for Next Year

Employee Name

Clock No W

MOSS, DEBORAH A

03752

In addition, the following expectations of the position as it relates to the BCOA in 2010/2011 will be:

Demonstrate positive communication between families, visitors, staff, and patients

Warmly greeting families and visitors upon entering the unit

HCAHPS - Work to assist the BCOA in reaching the percentage of Inpatient discharges who respond "Definitely Yes" to the question "Would you recommend this hospital to your friends and family" to 65% or greater

Overall Press Ganey score results of > 59% responses "very good"

Attend 80% of staff meetings throughout the year

Be familiar with the 2010 Joint Commission National Patient Safety Goals and how each relate to your position/role

Improve Quality Outcomes by 10% (based on 2009 outcomes): Heart Fallure, Myocardial Infarction, Pneumonia, and SCIP

Assist in reducing the voluntary nursing staff turnover rate on the unit

Support Relationship Based Care roll out in order to provide a differentiated patient experience, mainly the primary care model changeover

CONFIDENTIAL

UH-MOSS 1097

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 107 of 147. PageID #: 779 Moss Affidavit EXHIBIT 1

'Job Descriptions - PDR3_2010

Page 3 of 3

Employee Name	Clock No Y
MOSS, DEBORAH A	03752
Employee's Verbal Comments, (Ent	ered by Reviewer - Optional to Employee)
Employee Name	Clock No W
MOSS, DEBORAH A	03752
Employee's Written Comments	
(Attach additional pages if needed)	
	,
• • • • • • • • • • • • • • • • • • • •	
• , ,	
Confidentiality Statement: Employees of	Parma Community General Hospital (hospital) will routinely come in
contact with information concerning hospital strictly confidential and shall not repeat, con	l operations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without
contact with information concerning hospital strictly confidential and shall not repeat, cop imitation, family and friends) or any entity (l operations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without putside of the hospital. Employees may share and/or discuss work
contact with information concerning hospital strictly confidential and shall not repeat, cop imitation, family and friends) or any entity of related information to the extent necessary	l operations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without putside of the hospital. Employees may share and/or discuss work
contact with information concerning hospital strictly confidential and shall not repeat, cop limitation, family and friends) or any entity of related information to the extent necessary	l operations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without putside of the hospital. Employees may share and/or discuss work
contact with information concerning hospital strictly confidential and shall not repeat, coplimitation, family and friends) or any entity or elated information to the extent necessary Signatures	operations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without butside of the hospital. Employees may share and/or discuss work to perform their job duties.
contact with information concerning hospital strictly confidential and shall not repeat, cop limitation, family and friends) or any entity of related information to the extent necessary	l operations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without outside of the hospital. Employees may share and/or discuss work
contact with information concerning hospital strictly confidential and shall not repeat, coplimitation, family and friends) or any entity or related information to the extent necessary Signatures	operations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without butside of the hospital. Employees may share and/or discuss work to perform their job duties. Date 10-14-10
contact with information concerning hospital strictly confidential and shall not repeat, coplimitation, family and friends) or any entity related information to the extent necessary Signatures	perations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without butside of the hospital. Employees may share and/or discuss work to perform their job duties. Date
contact with information concerning hospital strictly confidential and shall not repeat, cop imitation, family and friends) or any entity related information to the extent necessary Signatures	operations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without butside of the hospital. Employees may share and/or discuss work to perform their job duties. Date 10-14-10
contact with information concerning hospital strictly confidential and shall not repeat, copinitation, family and friends) or any entity related information to the extent necessary Signatures	perations and/or its patients. Employees will hold this information by or communicate this information to any persons (including without butside of the hospital. Employees may share and/or discuss work to perform their job duties. Date

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 108 of 147. PageID #: 780 Moss Affidavit EXHIBIT

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

	•	710	IO CIVILLIUM			Ÿ	
	130/	1/1:		سب الا			
Name:	Veloorah	11655	Job Title:	/\(\)/			,
		7	 		-:		
		• • • • • •	•	• •			

Job Summary: In caring for the patient, identifies the special needs of the patient's age and respective level of growth and development. Demonstrates knowledge and skills necessary to provide care based on the physical, psychosocial, educational, spiritual and safety needs appropriate to the age of the patient. Consideration is given to age specific competencies in all areas of the Job Description/Performance Appraisal:

BIRTH TO 17 YEARS

Legend: M ≒ Meets NM ≐ Not Meets N/A = Non Applicable	NM = Not Meets		Infant Birth to 12 months *		Preschool 1 - 5 yrs *		School Age 6-12 угś*		Adolescent 13 - 17 yrs *			
•	·М	ÑМ	N/A	М	NM	N/A	M	NM	N/A	М	NM	N/A ·
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.	·		K		٠.	X			X		•	X
Recognizes patient's level of psychosocial development and modifies interventions accordingly.	•		X			X			X		7.	χ
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.			X	•		Χ.			X			χ
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from Illness.	•••		χ			X			X			χ
Monitors vital signs and is aware of accepted normal ranges for age group.			X			Χ	ţ		X		-	X
Determines and documents head circumference.			X			χ.		7	Х		: `	Х
Prepares and administers medication doses based on weight and age. ;		•	X			χ		-	X			χ
Evaluates self-care abilities/limitations and identifies need for additional safety measures.	٠	****	X			X		;	X		•	X
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).	,		Χ.			X	• '	•	Χ			X
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.			X			X			Х	٠		X
Determines and documents immunization status.			X			X			X.	,,,,,,		X
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.		•	χ			Ϋ́		;	X	•	·	X
Evaluates the learning needs and teaches patient/family.	•		X			. X	:.		Χ		•	X

Case: 1:18-cv-02257-JG, Doc #: 29-2 Filed: 05/13/19 109 of 147. PageID #: 781 Moss Affidavit EXHIBIT 10 10

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS

AGE SPECIFIC CRITERIA

Name:	Deborah	Moss	Job Title: _	RT
Job Sumn	level of growth	and development. I	Demonstrates knowled	e patient's age and respective ge and skills necessary to
	provide care ba	ased on the physica	l, psychosocial, educat	tional, spiritual and safety needs

in all areas of the Job Description/Performance Appraisal.

appropriate to the age of the patient. Consideration is given to age specific competencies

BIRTH TO 17 YEARS

					RIKI	н то	17 Y	EARS	Š				
Legend: M = Meets NM = Not Meets N/A = Non Applicable	1	Infan Birth t 2 monti	0		Preschool 1 - 5 yrs *			School Age 6 - 12 yrs *			Adolescent 13 - 17 yrs *		
	М	NM	N/A	М	NM	N/A	М	NM	N/A	М	МИ	N/A	
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.			K			X			X			X	
Recognizes patient's level of psychosocial development and modifies interventions accordingly.			X			X			X			χ	
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.			X			X			X			Х	
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.			X			X			X			X	
Monitors vital signs and is aware of accepted normal ranges for age group.			X			X			X			X	
Determines and documents head circumference.			X			X			Х			Х	
Prepares and administers medication doses based on weight and age.			X			X			X			Х	
Evaluates self-care abilities/limitations and identifies need for additional safety measures.			X			χ			X			X	
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).			X			χ			X			X	
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.			X			X			X			X	
Determines and documents immunization status.			X			X			X			\perp	
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.			X			X			X			X	
Evaluates the learning needs and teaches patient/family.			X			X			X			<u>X</u>	

18 YEARS TO 80 PLUS

Legend:	M = Meets NM = Not Meets N/A = Non Applicable	11	Adult 8 - 40 yr		Middle Adult 41 - 64 yrs **			Late Adult 65 - 79 yrs **				Late, Late Adult 80+ yrs **		
		М	NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A	
Recognizes and physiol	Recognizes age appropriate behavior, cognitive and physiological norms.							X			X			
	patient's level of psychosocial nt and modifies interventions	χ			Х			X	:		X			
Monitors vii	al signs and is aware of accepted ges.	X			χ	<u>.</u> .		X			X			
Recognizes in lifestyle (χ			X			X			X				
Identifies in dependency networks.	X			χ			X			χ				
abuse or ne	and documents signs/symptoms of glect. Follows appropriate evaluation ag procedures.	X			χ			X			X			
	s and facilitates age and ntally appropriate responsibility for	χ			X			X			X		:	
	self-care abilities/limitations and eed for additional safety measures.	X			X			X			X			
measures p	Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).				X			X			X			
	Follows procedures for obtaining consent to treat, respectful of patient's rights.				X			X			X	<u></u>		
Demonstration medication sensitivity.	X			X			X			X				
Evaluates t patient/fam	X			X			χ			X				

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., <u>Textbook of Medical-Surgical Nursing</u>, Sixth Edition, Lippincott, 1988.

^{*}Foster, Hunsburger, Anderson, Family Centered Nursing Care of Children, Saunders, 1989.

Case: 1:18-cv-022\$7-JG Doc #: 29-2 Filed: 05/13/19 111 of 147. PageID #: 783 (Moss Affidavit EXHIPIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS AGE SPECIFIC CRITERIA

Name:	Deborah Moss	Job Title:	RT - BCOA
_			

Job Summary: In caring for the patient, identifies the special needs of the patient's age and respective level of growth and development. Demonstrates knowledge and skills necessary to provide care based on the physical, psychosocial, educational, spiritual and safety needs appropriate to the age of the patient. Consideration is given to age specific competencies in all areas of the Job Description/Performance Appraisal.

BIRTH TO 17 YEARS

Legend:	Legend: M = Meets NM = Not Meets N/A = Non Applicable				Preschool 1 - 5 yrs *			School Age 6 - 12 yrs *			Adolescent 13 - 17 yrs *		
		М	NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A
	r age appropriate behavior, motor ve and physiological norms.			X			X			Х			X
Recognizes processes development accordingly.			X			X			X			X	
	patient's psychosexual development ed concerns and responds			X			X			X			X
	anxiety regarding potential changes hysical, economic) resulting from			X			X			Х			X
	l signs and is aware of accepted es for age group.			X			X			X			X
Determines a	and documents head circumference.			X			Χ			Х			X
Prepares and based on wei	d administers medication doses ight and age.			X			X			Х			X
	lf-care abilities/limitations and ed for additional safety measures.			X			Х			X			X
measures pri	I implements appropriate alternative or to using restrictive measures soft restraints, etc.).			X			Х			Х	_		X
abuse or neg	Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.						X			Х			X
Determines a	and documents immunization status.			X			X			X			X
Follows proce a minor, resp limitation of t			X			X			X			χ	
Evaluates the learning needs and teaches patient/family.				Χ			X			X			X

18 YEARS TO 80 PLUS

Legend:	Legend: M = Meets NM = Not Meets N/A = Non Applicable			: 'S **	41	Middle Adult - 64 yrs		6	Late Adult 5 - 79 yr			Late, Late Adult 80+ yrs **		
		М	NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A	
	age appropriate behavior, cognitive gical norms.	Х			X			χ			X			
	patient's level of psychosocial t and modifies interventions	χ			X			χ			X			
Monitors vita	al signs and is aware of accepted es.	X			Х			X	_		Χ			
	anxiety regarding potential changes obysical, economic) resulting from	X			Х			X			X			
Identifies inc dependency networks.	Χ			χ			χ			χ				
abuse or neg	nd documents signs/symptoms of glect. Follows appropriate evaluation g procedures.	X			X			X			χ			
	and facilitates age and tally appropriate responsibility for	Χ			Х			X			χ			
	elf-care abilities/limitations and ed for additional safety measures.	X			X			X			X			
measures pr	Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).				Х			X	<u></u>		X			
	Follows procedures for obtaining consent to treat, respectful of patient's rights.				χ			X			X			
	Demonstrates knowledge of modification of medication doses based on age, weight, and sensitivity.				X			X			X			
Evaluates th patient/famil	X			X			X			X				

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., <u>Textbook of Medical-Surgical Nursing</u>, Sixth Edition, Lippincott, 1988.

*Foster, Hunsburger, Anderson, <u>Family Centered Nursing Care of Children</u>, Saunders, 1989.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 113 of 147. PageID #: 785 Moss Affidavit EXHIBIT 1

arma Community General Hospital. (EMPLOYEE'S EDUCATION RECORD

							Position: Kecreation The open stores #:												
Department:	12CO+		· · · · · ·	1	1			7.5.	7	Year:Year:	-								
Date	Title of F	41	Orjenfation	Inservice	• Gontact Hours		Age Related	Mandatory	Competency	Total # C	ontact lours								
10.13.09	Annual Safe -Education	ety ;					•	X		PCGH	111								
7.14.09	NOAAP	anual			1					LCC 8	Ø								
7 . Na		erence C		1					-		, , , , , , , , , , , , , , , , , , ,								
7 - 10.09	90C	(Pestro	帐) : '		,		r	1	PCGH 5mn	<u> </u>								
6.29.09	through	h The	, ,	1 7	V	1	/			Lakeshore Fd + 8	6								
	Lited	X o Myc	<u>\$</u>	:	,					Counsoling									
,	(er er er er	., .		-				1,		<u></u>								
	- 1	1							:		:								
							· .		,										
	<u> </u>		<u> -</u>			-	- In				_ :								
		,	;						• •										
		te the of	.4 41	*** **						The second secon									
										The sold of the second	<u>**</u>								
		and the second				., .,			- 										
	(1 2 1 1					7			·								
· · · · · · · · · · · · · · · · · · ·		· · · · · · · · · · · · · · · · · · ·	• · ‡.	-															
		-	_		-			}											

Human Resources

Human Resources > Job Descriptions > PDR3_2010



To edit, 'mouse-over' the Employee's Clock No then select 'Edit Item' from the dropdown Performance Appraisal and Development Form

				****	***************************************	والمهوي والمراه والمراه والمراه والمراه والمراه والمراه والمراه والمراه والمراه والمراه والمراه والمراه والمراه	*********	***********
Human Reso	urces Site							
Employee	Information	******						
Clock No &	Employee Name	Job	Index	Department	TotalPts	Hi Performer	FWW	Total Weight
03752	MOSS, DEBORAH A	031601 - RECREATION THERAPIST	0160	GEROPSYCH UNIT (6910)	300		No	100

Appraisal Type: Annual

Employee's Goals from Last Period

Employee Nam

Clock No W

MOSS, DEBORAH A

In addition, the following expectations of the position as it relates to the BCOA in 2010/2011 will be:

Demonstrate positive communication between families, visitors, staff, and patients

Warmly greeting families and visitings upon entering the unit

HCAHPS - Work to assist the BCOA in reaching the percentage of inpatient discharges who respond "Definitely Yes" to the question "Would you recommend this Hospital to your friends and family" to 65% or greater

Overall Press Ganey score results of > 59% responses "very good"

Attend 80% of staff meetings throughout the year

enos

Be familiar with the 2010 Joint Commission National Patient Safety Goals and how each relate to your position/role

Improve Quality Outcomes by 10% (based on 2009 outcomes): Heart Fallure, Myocardial Infarction, Pneumonia, and SCIP

Assist in reducing the voluntary nursing staff turnover rate on the unit

Support Relationship Based Care roll out in order to provide a differentiated patient experience, mainly the primary care model changeover

Position Goals 1-5

Position Goals 6-10

Employee Name	Clock No Si	Employee Name	Clock No 💝
MOSS, DEBORAH A	03752	MOSS, DEBORAH A	03752
Goal 1: Maintains standards of		Goal 6 Points: 0	
 Communications (Listening, Courtesy (Attitude, Values, 		Goal 7 Points: 0	Mallo
3. Teamwork (Committment, 0 4. Image & Appearance (Profe		Goal 8 Points; 0	Orr

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 116 of 147. PageID #: 788
Job Descriptions - ยมหระไข บ Moss Affidavit EXHIBIT 1

Goal 1 Score*: 3

Goal 9 Points: 0

Goal 1 Points: 15

Goal 10 Points: 0

Goal 2: Uphold the Mission of the Hospital to provide excellent personalized health care and the organization's values of: Integrity, Community Partnership, Commitment and Stewardship, Collaboration and Teamwork, Individual Growth and Development.

Goal 2 Score*; 3

Goal 2 Points: 15

Directs work to support and improve department performance and customer satisfaction.

Goal 3 %: 10

Goal 3 Score*: 3

Goal 3 Points: 30

Completes BCOA recreational assessments.

Goal 4 %: 40

Goal 4 Score*: 3

Goal 4 Points: 120

Plans and implements therapeutic recreational activities for the patients.

Goal 5 %: 40

Goal 5 Score*: 3

Goal 5 Points: 120

Reviewer's Comments & Development Plans

Employee Name

Clock No 📽

MOSS, DEBORAH A

03752

Debble continues to be one of the most important members of the BCOA team. She has been there since the inception of the unit. Her ablifites are an example to follow for others. She has helped train our newest recreation therapist and did a great job. The focus will be in how to better manage the milieu which may involve some training and development of nursing staff along with separate programming. Keep up the good work.

In addition, the following expectations of the position as it relates to the BCOA in 2011 will be:

HCAHPS — Work to assist the BCOA in reaching the percentage of inpatient discharges who respond "Definitely Yes" to the question "Would you recommend this hospital to your friends and family" to 65% or greater

Overall Press Ganey score results of > 59% responses "very good"

Attend 80% of staff meetings throughout the year

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 117 of 147. PageID #: 789
Job Descriptions - เมหรัฐ " บ Moss Affidavit EXHIBIT 1
Page 3 of 4

Support Relationship Based Care roll out in order to an	ovide a differentiated patient experience, mainly the primary care model
changeover	ovide a differentiated patient expensive, mainly the primary care model
Performance Improvement Plan (If App	plicable)
Employee Name	Clock No 🗳
MOSS, DEBORAH A	03752
High Performer Justification (If Applica	eble)
Employee Name	Clock No V
MOSS, DEBORAH A	03752
imployee's Goals for Next Year	
Employee Name	Clock No T
MOSS, DEBORAH A	03752
imployee's Career Objective	
imployee Name	Clack No 🕳
MOSS, DEBORAH A	03752
mployee's Verbal Comments, (Entered	
mployee Name	Clock Na 🍟
IOSS, DEBORAH A	03752
rictly confidential and shall not reneat, conv.or.r	a Community General Hospital (hospital) will routinely come in ations and/or its patients. Employees will hold this information communicate this information to any persons (including without e of the hospital. Employees may share and/or discuss work form their job duties.
rictly confidential and shall not repeat, copy or contract with information concerning hospital operarictly confidential and shall not repeat, copy or contraction, family and friends) or any entity outsid lated information to the extent necessary to per signatures	ations and/or its patients. Employees will hold this information communicate this information to any persons (including without le of the hospital. Employees may share and/or discuss work
intact with information concerning nospital operaricity confidential and shall not repeat, copy or contaction, family and friends) or any entity outsid lated information to the extent necessary to per ignatures	ations and/or its patients. Employees will hold this information communicate this information to any persons (including without le of the hospital. Employees may share and/or discuss work form their job duties.
rictly confidential and shall not repeat, copy or contract with information concerning nospital operation, confidential and shall not repeat, copy or contation, family and friends) or any entity outsid lated information to the extent necessary to perignatures	ations and/or its patients. Employees will hold this information communicate this information to any persons (including without le of the hospital. Employees may share and/or discuss work form their job duties.

Signatures indicate that a discussion has been held concerning this appraisal and acknowledgement of Parma iCommunity General Hospital Confidentiality and Privacy Considerations.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 119 of 147. PageID #: 791 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS

AGE SPECIFIC CRITERIA

Nåme:	Debo	rahi	Moss			Job Title:	RT - BCOA					
		:	- i			•						
Job Sun	nmary: In ca	ring fo	r the patie	ent, identi	fies the spec	ial needs of the	patient's age and resp	ective				
							ge and skills necessary					
;							ional, spiritual and safel en to age specific comp					
						ance Appraisal		eraticies				

		BIRTH TO 17 YEARS											
Legend: M = Meets NM = Not Meets N/A = Non Applicable		Infan Birth t 12 monti	0		Preschool 1 - 5 yrs *			School Age 6 - 12 yrs *			Adolesc 3 - 17 y		
	M	NM	N/A	M ₁	NM	N/A	М	NM	N/A	М	NM	N/A	!
Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms.	, i		X			X		,	Х			Χ	
Recognizes patient's level of psychosocial development and modifies interventions accordingly.			χ			Χ		14 g	Χ			X	:
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.			X			·X			Χ		,	X	
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from Illness.	. ::		X			X		,	X	•	, , ,	X	
Monitors vital signs and is aware of accepted normal ranges for age group.	•		X	;· 		X			X			Χ	
Determines and documents head circumference.			.X			X .			X			Χ	ĺ,
Prepares and administers medication doses based on weight and age.			X			X			Χ			X	
Evaluates self-care abilities/limitations and identifies need for additional safety measures.			X			Χ		<u>'</u>	X		,	Х	
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).	***		X			X			χ		•	Χ	";
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.			X		ì	X			χ			X	
Determines and documents immunization status.			X			X			X			X	ĺ
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.			X		•	Χ.			X			χ	
Evaluates the learning needs and teaches patient/family.			Χ			Χ	14		χ	·		X	

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 120 of 147. PageID #: 792 Moss Affidavit EXHIBIT 1

Page 1 of 1

api LaborWorkx® - Emply e Education Completion

Page 1 of 1

Employee Education Completion

June 27, 2011 14:54 This report includes results from 01/01/2010 to 06/27/2011.

Facility: 010011 - PARMA COMMUNTY GENERAL HOSPITAL ACTIVE Department: 6910 - GEROPSYCH UNIT Employee: MOSS, DEBORAH A Employee Code; 03752 Status; Active Job Class; 031601

Description
CPR Basic Life Support for Health Care
Provider Course Date Credits Hours Improcision Status CPR BLS HCP 05/12/2011 0.00 00,0 Excused from Live Session

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 121 of 147. PageID #	^t : 793 (HIBIT 1
PARMA COMMUNITY GENERAL HOSPITAL PERSONNEL AUTHORIZATION	08/28/2012
MOSS, DEBORAH A	03752
P.O. BOX 181 HINCKLEY, OH	44233
330 278-2882 05/31/1965 Mairied F 12	the state of the s
330 278-2882 05/31/1965 Mainted F 12	2/12/1996
6910 6000 01/03/2010 RECREATION THERAPIST 031601-0	0160 137.
HRLY-PT 08/12/2012 23.8800 Increase General Adj	48.00
07/14/2013 Annual Appraisal 0800 1700 30	
THERAPIST-RECREATION 20219 6/30/2013 04/06/2003 RETURN F	R-LOA-HR-PT
	03:4759
4367 W 229 ST FAIRVIEW PARK, OH. COMMENTS:	44126
CONFIDENTIAL UH-MOS	3S 1073

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 122 of 147. PageID #: 794 Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOD DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS

	: SF	ECI	FIC C	RIT	ERIA	1						
Name: Deburch Moss		·	 ,	Job) Title	: <u>R</u> t	CYe	atio	nT	her	api	8+
	•				;			<u>.</u>	•	· ; ·.		
Job Summary: In caring for the patient, identifies the special needs of the patient's age and respective level of growth and development. Demonstrates knowledge and skills necessary to provide care based on the physical, psychosocial, educational, spiritual and safety needs appropriate to the age of the patient. Consideration is given to age specific competencies in all areas of the Job Description/Performance Appraisal.												
• .	•	:			BIRT	гн то	18 }	/EAR	s	,,, _ ,	-	
Legend: M = Meels NM = Not Meets N/A = Non Applicable		Infar Birth 12 mont	to		Preschool 1 - 5 yrs *		School Age 6 - 12 yrs *			Adolescent 13 - 18 yrs *		
	М	NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A
Evaluates for age appropriate behavior; motor skills, cognitive and physiological norms.			/	;		/						V
Recognizes patient's level of psychosocial development and modifies interventions accordingly.		,	/			/			1		\. \	
Recognizes patient's psychosexual development and expressed concerns and responds accordingly.		,	V		र	V				,		<i></i>
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.			V.	-		W		`	V			v
Monitors vital signs and is aware of accepted normal ranges for age group.			· V			V			. ✓		3	V
Determines and documents head circumference.			1		,	V			Х			x
Prepares and administers medication doses based on weight and age.				,				•	V .			~
Evaluates self-care abilities/limitations and identifies need for additional safety measures.		•				V		• .	V			シン
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).			/	' '	•	V	·	•	V		:	· /
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.			/			~		<u> </u>	V .		,	/
Determines and documents immunization status.			V						$\overline{}$	 -		
Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment.			✓			/			/			
Evaluates the learning needs and teaches		Ī									, 	

patient/family.

19 YEARS TO 80 PLUS

SE COMPANIENCE	10 12AKS 10 80 PLUS												
Legend: M = Meets NM = Not Meets N/A = Non Applicable		1	Adult 19 - 40 yrs **		4	Middle Adult 41 - 64 yrs **			Late Adult 65 - 79 yrs **			Late, Late Adult 80+ yrs **	
Recognizes	200 contantiate helesis	М	. NM	N/A	М	NM	N/A	М	NM	N/A	М	NM	N/A
and physiolo	age appropriate behavior, cognitive ogical norms.	V	<u> </u>		V			~			./		
Recognizes developmen accordingly.	patient's level of psychosocial t and modifies interventions	~			V			~			V		
Monitors vita normal range	al signs and is aware of accepted es.			\ \ \			/			/			/
Recognizes in lifestyle (p illness.	anxiety regarding potential changes hysical, economic) resulting from	V			/		V	/			V	•	V
Identifies inc dependency networks.	reased physical/emotional needs and availability of support			/			V		,	V			V
Evaluates ar abuse or neg and reporting	nd documents signs/symptoms of plect. Follows appropriate evaluation procedures.			V			V			V			<i>\</i>
development self-care.	and facilitates age and ally appropriate responsibility for			V			V			V			
Evaluates se identifies nee	If-care abilities/limitations and ed for additional safety measures.	1		-V-	/			V	-		V		
measures pri	I implements appropriate alternative or to using restrictive measures soft restraints, etc.).			V			V			· V			V
Follows proce treat, respect	edures for obtaining consent to full of patient's rights.			1	\exists		/			/	1		1/
Demonstrates medication do sensitivity.	s knowledge of-modification of oses based on age, weight, and			V			V			V			V
Evaluates the patient/family	learning needs and teaches			V			V			/		\neg	V
						11/2/2017 11/2/20	- C	1000 38					

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., <u>Textbook of Medical-Surgical Nursing</u>, Sixth Edition, Lippincott, 1988.

^{*}Foster, Hunsburger, Anderson, Family Centered Nursing Care of Children, Saunders, 1989.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 124 of 147. PageID #: 796 Moss Affidavit EXHIBIT 1

Employee Education C npletion

April 9, 2012 15:45

This report includes results from 01/01/2011 to 04/09/2012.

en ploy⊪e Me Course		PN:20021000000000000000000000000000000000		mani sa se y	(III eraci
Course	DSS_DEBORANIA Employee Const08762 S	itatus: Adfive Jo	B Class 03	160 i	
	Description	<u>Date</u>	Credits	Hours	Score
BCOA Suicide2011	BCOA Sulcide 2011	02/07/2012	0.00	0.00	0
ISOLATIONP RECAUT	IsolatPrecaut11	02/07/2012	0.00	0.00	0
MRI/Hazard Mater	MRI Safety and Hazardous Materials	02/07/2012	0.00	0.00	0
Slip Trip Accid	Slips Trips and Accidents	02/07/2012	0.00	0.00	0
	Stroke Education for All	02/07/2012	0.00	0.00	0
TeamAutumn Gen2	Team Autumn Gen	02/07/2012	0.00	0.00	0
	Bloodborne Pathogens	02/23/2012	0.00	0.00	0
Body Mechanics11	Body Mechanics 11	02/23/2012	0.00	0.00	0
ClinicalAlarm	Clinical Alarms	02/23/2012	0.00	0.00	0
EmergManag e	Emergency Management	02/23/2012	0.00	0.00	0
	Fire and Electrical Safety	02/23/2012	0.00	0.00	0
	Hand Hygiene 2011 Competency for Employees	02/23/2012	0,00	0,00	0 .
HIPAA	HIPAA and Info Security/Management	02/23/2012	0.00	0.00	0
Hot Water Flush	Hot Water Flush	02/23/2012	0.00	0.00	0
	Infection Control Basic- TB and basic handwashing	02/23/2012	0.00	0.00	0
CompCareOb esePt	Compassionate Care of Obese Patient	03/29/2012	0,00	0.00	0
	CPR Skills Validation	03/29/2012	0.00	0.00	
	Cultural Diversity 2011	03/29/2012	0,00	0.00	0
	Domestic Violence Current	03/29/2012	0.00	0.00	0
EffectvComm unic	Peak Dev Effective Communication and Listening	03/29/2012	0.00	0.00	0
	Review of Our Commitment to Safety Document	03/29/2012	0.00	0.00	0
Supplementar					
SUPER SANI CLOTH	Super Sani Cloth by PDI - Roaming In-service	04/28/2011	0,00	0.00	
CPR BLS HCP	CPR Basic Life Support for Health Care Provider	05/12/2011	0,00	0.00	
,,,,,	1		-		
	· · ·		<u> </u>		1

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 125 of 147. PageID #: 797 Moss Affidavit EXHIBIT 1

Employee Education Q npletion

April 9, 2012 15:45

This report includes results from 01/01/2011 to 04/09/2012.							
·				<u> </u>		<u> </u>	
		<u> </u>		,,,,,,			
		<u> </u>					
	· · · · · · · · · · · · · · · · · · ·						
		<u> </u>			 		
		-		-			
***		ļ					
		1		 		-	
		† 		-			
		<u>L</u>		 			
						<u> </u>	
W++							
		ļ					
		<u> </u>					
		 -		 			
		<u> </u>					
		 					
		 					
·				 			
			-				
						 -	
					•		
-							
		<u> </u>					

Page 1 of 1

3744000
Transaction Status
Passed
Passed
Passed
Passed .
Passed
Danad
Passed
Passed
Passed
Passed
Excused
Passed
Passed
Passed
Passed
Attended
Excused from Live Session

CONFIDENTIAL

UH-MOSS 1077

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 127 of 147. PageID #: 799 Moss Affidavit EXHIBIT 1

Page 1 of 1

-	
	····
	
	
·	
	······
ļ	
	,,
	

2012 Nursing Department Goals

Émployee Name: Jeborah Muss

Review Period: 20

Department:

- 80% attendance of staff meetings in order to achieve successful nursing department goals.
- scheduled, and demonstrating behaviors that are conducive to the power of relationships within PCGH. 2. Promote an environment supportive of Relationship Based Care by attending LPC/RPC, and/or RBC refresher courses as
- Electronic Health record. EHR will optimize our ability to achieve measurable improved outcomes for our patients. 3. Attend and take an active learning approach to Meditech 6.0 training in order to prepare for a fully functional integrated
- requirements of Core Measure success. "Peach Sheets" by our physicians, and actively participate in multidisciplinary rounding in order to successfully meet the 4. Comprehensive initiation and completion of "Rainbow Sheets" at admission and discharge. Encourage completion of
- and NO PASS ZONE initiatives in order to facilitate both patient safety and satisfaction. 5. Timely completion of yearly educational requirements. Institution and continuity in bedside reporting, hourly rounding,

Manager Signature

Employee Signature_

CONFIDENTIAL

UHAMOSS 1079

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 129 of 147. PageID #: 801 Moss Affidavit EXHIBIT 1

Career Goals

Name: Debore	ah Moss
Current position:	Recreation Thorapist
Career Objective:	

Short term career goal for 12 months	Continue attending rec. therapy continuing uducation
Long term career Within the next 5 years	continue to come up à new programming ideas

What type of assistance can Nursing Leadership offer to help you achieve your goals? <u>Ability +0 Ottand CFS</u>.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 130 of 147. PageID #: 802

Moss Affidavit EXHIBIT

Bedside Report

The National Patient Safety Goals established by the Joint Commission require hospitals to encourage patients active involvement in their own care as a safety patient strategy (goal 13) and aim to improve the effectiveness of communication among caregivers (goal 2).

Bedside report puts the patient at the center of care.

Patient Benefits include:

- Patients that are better informed are more likely to follow treatment plans
- Patients that are better informed are less likely to be anxious and stressed
- Patients recognize that the nursing staff work as a team and therefore are reassured of staff's competence
- Patients can ask questions and add information to the discussion at shift report
- Patients are more likely to start treatment sooner

Nursing Benefits include:

- Shared accountability by both shifts
- Better informed patients are more likely to follow medical advice, making it easier for nurses to care for them
- Reduced call light usage
- Nurses are able to leave work on time
- Reduced time for patient disclosure of information
- Reduced patient falls
- Patients involved in their care are more satisfied
- Nurses are more prepared to answer physicians' questions

Employee Signature Will Date 4/24/12

Reviewer Signature Will Date 4/24/12

*Original copy to be placed in employee department personnel file

			PARMA COMMU	NITY G. NEL AUTI			SPITAL	•		DAYS DAT 11/27/2013
	L SECU				OYEE N	y		. 9. y 2. y 1. (1) - 4. 4 y 1 (1) Y. Link C. A. (1)		K NUMBE)
		· · - ·		MOSS,	DEBOR	AH A				03752
	S	<i>REET AD</i> 63 SALEN	DRESS			<i>CITY).</i> HINCKL		1/85(0)}\T	Z	<i>IP/CODE</i> ; . 44233
AREA :										
AREA CODE		<i>NE</i> (N O) -9597	DATE OF BIR 05/31/1965	TH	n militari	RITAL: arried	SEX F	EA	APLOYME) 12/12/19	V <i>T.DATE</i> 996
COST C	ENTER	CTRL 6	JOB EFFECIIVE	N. W. C. Trans		B TITL)	5	 ; a; a 22	OB CODE	JOB GRAD
69	10	6000	01/03/2010	RI	ECREATI	ON THE	RAPIST	1. 3. 3 B B	31601-0160	0 / 12:34
EMPL		STATUS	SALARY DATE.	HOURL	Y RATE		SALARY C	HANGE	TYPE', ir	HOURS PE
	HRLY-P	T	08/12/2012	23.8	800	Adj	48.00			
<i>APPRSL</i> 07/13/		<u>L. L</u>	APPRAISAL TYPE "\	0800	NORM OUT -	MEAL 30	ALT-IN 4	LT, OUT	MEAL PM	TT: A Shift DE CODE 2
· 100	T/LICEN			LP EXP I	<u></u>	13.1. 3		110	CENT AC	P.J. 公司 權利
	ST-RECR	EATION	20219	6/30/2014		11/17/2	012	RET	URN FR-LO	A-HR-PT
	en en en en en en en en en en en en en en	EMER	GENCY: GONTACT N MOSS, BILL	AME	V. 1918 . NO.		CODE 440		303-475	NE #************************************
	<u> </u>	REET ADI 1367 W 229					<i>TATE</i> PARK, OH			P <i>CODE</i> 44126
TERM I	DATE :	COMME	VTS:	,				djk		
			(CONFIDE	ENTIAL			U	H-MOSS 10	64



Human Resources

Human Resources > Shared Documents > PDR2013



To edit, click the Employee's Name in the Employee information section Performance Appraisal and Development

Human Resources Site

Employee Information

Clock No 🥳 Click to Edit JobCode Job Title JobCodeExt NumNam Total Weight Total Points

0160

03752 MOSS, DEBORAH A

6910 THERAPIST 03752

RECREATION

Geropsych 266/25

03752

Appraisal Type: Annual

Employee's Individual Goals from Last Period

031601

EmplName Clock No[™]® Individual Goal Weight Individual Goal Score Individual Goal Points

MOSS, DEBORAH A 03752

Position Goals 1-5

Position Goals 6-10

Emp!Name Clock No W **EmplName** Clock No ¥

MOSS, DEBORAH A

03752

Goal 1: Maintains standards of Service Excellence in Action.

1. Communications (Listening, Sharing, Caring).

2. Courtesy (Attitude, Values, Respect).

3. Teamwork (Committment, Cooperation, Solutions).

4. Image & Appearance (Professional, Healthy, Reflection)

Goal 7 Points: 0 Goal 8 Points: 0

Goal 6 Points: 0

MOSS, DEBORAH A

Goal 10 Points: 0

Goal 1 Score*: 1 Meets Standards

Goal 1 Points: 5

Goal 2: Uphoid the Mission of the Hospital to provide excellent personalized health care and the organization's values of: Integrity, Community Partnership, Commitment and Stewardship, Collaboration and Teamwork, Individual Growth and Development.

Goal 2 Score*: 2 Consistently Meets / Sometimes Exceed Standards

Goal 2 Points: 10

Directs work to support and Improve department performance and customer satisfaction.

Goal 3 %: 10

Goal 3 Score: 1 Meets Standards

Goal 3 Points: 10

145

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 133 of 147. PageID #: 805 Moss Affidavit EXHIBIT.1

Completes BCOA recreational assessments.

Goal 4 %: 40

Goal 4 Score: 1 Meets Standards

Goal 4 Points: 40

Plans and implements therapeutic recreational activities for the patients.

Goal 5 %: 40

Goal 5 Score: 2 Consistently Meets / Sometimes Exceed Standards

Goal 5 Points: 80

Reviewer's Comments & Development Plans

EmplName

Clock No望

MOSS, DEBORAH A

03752

Deb is an Important part of the BCOA therapy team. She has been flexible with scheduling to accommodate the need of the unit. Deb has grown in her role in the past year and will continue to do so.

One of this year's BCOA goals is to continue to improve patient satisfaction regarding recreational therapy services. Deb should continue to focus on engaging the patients through the rapeutic activities. Deb should also focus on being creative and developing more interactive activities.

Performance Improvement Plan (If Applicable)

EmplName

Clock No ®

MOSS, DEBORAH A

03752

Employee's Goals for Next Year

EmplName

Clock No 💝

MOSS, DEBORAH A

03752

PCGH Nursing Group Goals for 2013

- 1. Meet or exceed established patient satisfaction goals/HCAHPS and Press Ganey.
- 2. Implement the upgrade of Meditech 6.0 for Meaningful Use by attending all Meditech training.
- 3. Meet 90% compliance for hand hygiene.
- 4. Comply with Core Measures as established by the hospital.
- 5. Attend 80% of staff meetings.
- 6. Clock in and out as scheduled.
- 7. Complete Employee Engagement Survey.

Employee's Career Objective

EmplName

Clock No 望

MOSS, DEBORAH A

03752

Keeping trying to get more ideas for activities.

Employee's Verbal Comments, (Entered by Reviewer - Optional to Employee)

EmplName Clock No W MOSS, DEBORAH A 03752 **Employee's Written Comments** (Attach additional pages if needed) Confidentiality Statement: Employees of Parma Community General Hospital (hospital) will routinely come in contact with information concerning hospital operations and/or its patients. Employees will hold this information strictly confidential and shall not repeat, copy or communicate this information to any persons (including without limitation, family and friends) or any entity outside of the hospital. Employees may share and/or discuss work related information to the extent necessary to perform their job duties. Signatures Employee Reviewer Director Date

Signatures indicate that a discussion has been held concerning this appraisal and acknowledgement of Parma

Community General Hospital Confidentiality and Privacy Considerations.

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 134 of 147. PageID #: 806

Shared Documents - PDR2013

Line Administrator

Moss Affidavit E⊁

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 135 of 147. PageID #: 807 Moss Affidavit EXHIBIT 1

Employee Education Completion

June 3, 2013 16:11

Page 1 of 1

Grefitiv/tist	ittigsafragilifatooliji tologja csatjasi (ES DSS, DBBORAHIA — Employee Cale : 03752	(OSTIDAL AGE)	E Por	1000	fortier fo	Biologia (esperius)
Course	Description	Date	Credits	<u>Hours</u>	Soore	Transaction Status
BCOA	BCOA Suicide 2011	02/07/2012	0.00	0.00	Score 0	Passed
	IsolatPrecaut11	02/07/2012	0.00	0.00	0	Passed
	MRI Safety and Hazardous Materials	02/07/2012	0.00	0.00	0	Passed
Mater Slip Trip Accid	Slips Trips and Accidents	02/07/2012	0.00	0.00	0	Passed
	Stroke Education for All	02/07/2012	0.00	0.00	0	Passed
	Team Autumn Gen	02/07/2012	0.00	0.00	0	Passed
ens2	Bloodborne Pathogens	02/23/2012	0.00	0.00	0	Passed
Body Mechanics11	Body Mechanics 11	02/23/2012	0.00	0.00	Ō	Passed
ClinicalAlarm	Clinical Alarms	02/23/2012	0.00	0.00	0	Passed
e	Emergency Management	02/23/2012	0.00	0.00	0	Passed
ty	Fire and Electrical Safety	02/23/2012	0.00	0.00	0	Passed
Hand Hyglene Com	Hand Hygiene 2011 Competency for Employees	02/23/2012	0,00	0.00	0	Passed
HIPAA	HIPAA and Info Security/Management	02/23/2012	0.00	0.00	0	Passed
Hot Water Flush	Hot Water Flush	02/23/2012	0.00	0.00	Õ	Passed
C	Infection Control Basic-TB and basic handwashing	02/23/2012	0.00	0.00	0	Passed
besePt	Compassionate Care of Obese Patient	03/29/2012	0.00	0.00	0	Passed
VALID	CPR Skills Validation	03/29/2012	0.00	0.00		Excused
sii	Cultural Diversity 2011	09/29/2012	0.00	0.00	0	Passed
Domestic Viol	Domestic Violence Current	03/29/2012	0.00	0.00	0	Passed
unic	Peak Dev Effective Communication and Listening	03/29/2012	0.00	0.00	0	Passed
e12	Review of Our Commitment to Safety Document	03/29/2012	0,00	0.00	0	Passed
e2012	BCOA Annual Sulcide Competency	08/21/2012	0.00	0.00	0	Passed
HCAHPS	HCAHPS2012	08/21/2012	0.00	0.00	0	Passed
00655	PCA Discharge and room request	08/21/2012	0.00	0.00	0	Passed
Dis	BCOA Education on Bipolar Disorder	08/23/2012	0.00	0.00	0	Passed
Firstimpressi on	Peak Davelopment Article on Customer Service	08/23/2012	0.00	0.00	0	Passed
Annual TrainPt 1	Annual Hospital Safely Pt 1	10/23/2012	0.00	0.00	0	Passed
	Answering Call lights	10/23/2012	0.00	0.00	0	Passed
	Annual Train2- 6 parts ,	12/04/2012	0.00	0.00	0	Passed
FallRestrBed Alrm	Falls Restraints Bed Alarm2012	12/04/2012	0.00	0.00	0	Passed

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 136 of 147. PageID #: 808

Moss Affidavit EXHIBIT 1

arma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS

AGE SPECIFIC CRITERIA

lame: DOWON MUSS			. •	Jóp	Title:	12	41	0710	1	\Box	EVQ.	PIS
ob Summary: In caring for the patient, identified level of growth and development provide care based on the phase appropriate to the age of the in all areas of the Job Descrip	ent ysic patie	Dem al, ps ent. C	onstra ychos onsid	ites i ocia erati	knowl I, edu on is	edge a cation: given t	and s al, sp	skills r Diritua	reces I and	sary safe	to tv ne	eds
	, .	, 1			BIRT	H TO	18 Y	EAR	š	. 1		
egend: M = Meets NM = Not Meets N/A = Non Applicable		Infan Birth 12 mont	lo i	· :	Presch 1 - 5 yr			School A S - 12 yr		1 k 1	Adolesa 3 - 18 y	
	М	NM	N/A	М	NM	N/A	M	, NM	N/A	M	NM	N/A
ivaluates for age appropriate behavior, motor kills, cognitive and physiological norms.					1	V		•	.		,	17
tecognizes patient's level of psychosocial levelopment and modifies interventions coordingly.			/			:/	, ,	·	V.	-		V
tecognizes patient's psychosexual development ind expressed concerns and responds iccordingly.			/						V			17
Recognizes anxiety regarding potential changes n lifestyle (physical, economic) resulting from liness.			V			V			/		4, . 1.	ジジ
Nonitors vital signs and is aware of accepted normal ranges for age group.			/			V.		٠.	V		-1	V
Determines and documents head circumference.			V						Х			×
Prepares and administers medication doses pased on weight and age.			/			V			V			/
Evaluates self-care abilities/limitations and dentifies need for additional safety measures.			V		Ì	/		·	V	, .		/
dentifies and implements appropriate alternative neasures prior to using restrictive measures posey vest, soft restraints, etc.).				•	,	1			/			/
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.			V			V			V	•		V
Determines and documents immunization status.			V				Ŀ		V		<u> </u>	17
-ollows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., imitation of treatment.			/			V			V			W
Evaluates the learning needs and teaches		٠,	1					1]	 	 	

patient/family.

19 YEARS TO 80 PLUS

	2							90 P	LU 2			
Legend: M = Meets NM = Not Meets N/A = Non Applicable		Adul 19 - 40 y	(7)	. 41	Middle Adult I - 64 yr			Late Adu 55 - 79 y	lt		Late, I Adu 80+ yr	ılt
	М	NM	N/A	М	NM	N/A	М	NM	N/A	м	NM	N/A
Recognizes age appropriate behavior, cognitive and physiological norms.	V	1		/		·	V			V	 	14/6
Recognizes patient's level of psychosocial development and modifies interventions accordingly.	V			V			V			V	-	
Monitors vital signs and is aware of accepted normal ranges.			\			/			V			V-
Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from illness.	~			V	/		~			V	/	
Identifies increased physical/emotional dependency needs and availability of support networks.	V			V	,		/			V	,	
Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures.	V		,	/			/			V	_	
Encourages and facilitates age and developmentally appropriate responsibility for self-care.	/	eri			/		/			V		•
Evaluates self-care abilities/limitations and identifies need for additional safety measures.	/			V			/			~		-
Identifies and implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.).			~			/			·V			V
Follows procedures for obtaining consent to treat, respectful of patient's rights.	V	7 .		1	,			,			,	
Demonstrates knowledge of modification of medication doses based on age, weight, and sensitivity.			V			V			V	7	-	~
Evaluates the learning needs and teaches patient/family.	~			~	•		V					

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., Textbook of Medical-Surgical Nursing, Sixth Edition, Lippincott, 1988.

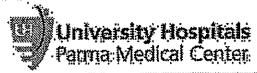
^{*}Foster, Hunsburger, Anderson, Family Centered Nursing Care of Children, Saunders, 1989.

معاد کست استان به نور به نمیشود برد فرهنان با با نمید <u>در نام و ایا</u> محمد کرد کرد کرد با نمیشود با با با با با با با با با با با با با	cv-02257-JG Doc #:	29-2 Filed: 05/13/19 138 of	· 147. PageID #: 810 oss-Affidavit-EXHIBIT-1
			THE STATE OF THE PARTY OF THE P
PAR	MA COMMUNI	TY GENERAL HOSPITA	TODAYSDATE
		L AUTHORIZATION	08/07/2014
		the state of the s	
SOCIAL SYROLD UV		- Jalvinovanakiki	GLOCKNUMBUK
		MOSS, DEBORAH A	03752
STREETVAD	DRESS 42 W 2 PA	A A L. C. CUIVE STUAVUE.	ZIPCODE
63 SALEN	1CT	HINCKLEY, OH	44233
MREA PHONE NO N	DAME OF SRIE	THE SEA STATE OF THE STATE OF STATE OF	XXX XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
330 225-9597	DAILE OF BIR . 05/31/1965	Married F	12/12/1996
	1	Wanteu	12(12)(1990
Vol. 20 com Septembronia (1911)	al or seriosasses commence of the com-	Invasive the second of the sec	
COST CENTER GIRL 6	JOBIETTECHIVE	A JORTHUES N. I.	ATTOR CODE TOURGRADE
6910 6000	.07/27/2014	REHABILITATION THERAPIST	031610-0520 140
EMPLOYMENT/STATIUS	SALARYDANE	HOURTYRATE SAIDARY	CHANGE TRYPE THE HOURS PER
HRLYPT	07/27/2014		se General Adj: 48.00
APPRSL DATES NEXT	APPRAISAISIIVPE ;	NORMIN NORMI IMEALI MALTINI	ALTOUT PHEAUT PRATE ESIME
07/12/2015 A	nnual Appraisal	0800 1700 30	1 2
STACERI/LICENSES 4.5	A CUPNOMISSING	LEPEXPEDIA REGENTIA GTIVITA DI	RECENTAGUITA
THERAPIST-RECREATION	THE RESERVE OF THE PARTY OF THE	6/30/2015 11/17/2012	RETURN FR-LOA-HR-PT
		9,001,2012	WE LOUISE BEFORE LIKES !
THE WATER STATE OF THE WATER AND ADDRESS OF THE WATER ADDRESS OF THE WATER AND ADDRESS OF THE WATER AND ADDRESS OF THE WATER ADDRESS OF THE WATER AND ADDRESS OF THE WATER AND ADDRESS OF THE WATER			
	GENEY CONTACTIN	WB Acceptance of the Company of the	The second secon
	MOSS, BILL	440	303-4759
2.X	TLESS AND AND AND AND AND AND AND AND AND AND	COULSWIDS	ZIP CODE
4367 W 229		FAIRVIEW PARK, OH	44126
TERM DATE : COMME	NTS:		
		CONFIDENTIAL	ULFMOSS-1054

🎆 Human Resources

Hickory Strait Report

Human Resources > Shared Documents > PDR2014



To edit, click the Employee's Name in the Employee Information section Performance Appraisal 2014

Human Resources Site **Employee Information**

ClockNo 3 Clk2Edit:

Job Code 03752

031601

RECREATION THERAPIST

Job Title

0160

TextIndx

No 6910 Geropsych

NumNam

FWW

Total Weight Total Pts 100

03752

195

03752 Appraisal Type: Annual

DEBORAH A

Group and Individual Goals from Prior Year

Employee Name

ClockNo

MOSS, DEBORAH A

03752

PCGH Nursing Group Goals for 2013 1. Meet or exceed established patient satisfaction goals/HCAHPS and Press Ganey, 2. Implement the upgrade of Meditech 6.0 for Meaningful Use by attending all Meditech training. 3. Meet 90% compliance for hand hygiene. 4. Comply with Core Measures as established by the hospital, 5. Attend 80% of staff meetings, 6. Clock in and out as scheduled. 7. Complete Employee Engagement Survey.

Position Goals 1-5

ClockNo 📽 Employee Name MOSS, DEBORAH A 03752

Goal 1: Maintains standards of Service Excellence in Action.

- 1. Communications (Listening, Sharing, Caring).
- 2. Courtesy (Attitude, Values, Respect).
- 3. Teamwork (Committment, Cooperation, Solutions).
- 4. Image & Appearance (Professional, Healthy, Reflection)

Goal 1 Score: 1 Meets Standards

Goal 1 Points: 5

Goal 2: Uphold the Mission of the Hospital to provide excellent personalized health care and the organization's values of: Integrity, Community Partnership, Commitment and Stewardship, Collaboration and Teamwork, Individual Growth and Development.

Goal 2 Score: 2 Consistently Meets / Sometimes Exceed Standards

Goal 2 Points: 10

Goal 3: Directs work to support and improve department performance and customer satisfaction.

Goal 3 %: 10

Goal 3 Score: 2 Consistently Meets / Sometimes Exceed Standards

Position Goals 6-10

ClockNo 💖 Employee Name

MOSS, DEBORAH A Goal 6 Points: 0

Goal 7 Points: 0

Goal 8 Points: 0

Goal 9 Points: 0

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 140 of 147. PageID #: 812
Shared Documents - PDR2014 Moss Affidavit 最為最好 4

Goal 3 Points: 20

Completes BCOA recreational assessments.

Goal 4 %: 40

Goal 4 Score: 2 Consistently Meets / Sometimes Exceed

Standards

Goal 4 Points: 80

Goal5: Plans and implements therapeutic recreational activities for the patients.

Goal 5 %: 40

Goal 5 Score: 2 Consistently Meets / Sometimes Exceed

Standards

Goal 5 Points: 80

Reviewer's Comments and Development Plans

Employee Name

ClockNo W

MOSS, DEBORAH A

03752

Debbie has grown in her role as a Recreation Therapist over the past year. She recently has stepped up in the absence of a full time therapist to make sure that the unit had adequate coverage. Debbie will continue to grow with the Rehabilitation Therapy program. She should focus on program development and creative groups in the future.

Employee's Goals for Next Year

Employee Name

ClockNo[™]

MOSS, DEBORAH A

03752

PCGH Nursing Group Goals for 2014 1. Meet or exceed established patient satisfaction goals/HCAHPS and Press Ganey. 2. respond to all Call Lights within two (2) minutes. 3. Meet 90% compliance for hand hygiene. 4. Comply with Core Measures as established by the hospital. 5. Attend 80% of staff meetings. 6. Clock in and out as scheduled. 7. Complete Employee Engagement Survey. 8. Be 'present' when interfacing with patients. 9. Complete all mandatory education within the time limit.

Employee's Career Objective(s)

Employee Name

ClockNo 🛣

MOSS, DEBORAH A

03752

Keeping up with continuing education and trying to learn new activity ideas.

Employee's Verbal Comments, (Entered by Reviewer - Optional to Employee)

Employee Name

ClockNo if

MOSS, DEBORAH A

03752

Employee's Written Comments

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 141 of 147. PageID #: 813
Shared Documents - PDR2014 Moss Affidavit EXHIBIT-1

Attach additional pages if needed)	
	· · · · · · · · · · · · · · · · · · ·
Signatures	
confidentiality Statement: Employees of University Hospitals in contact with Information concerning hospital operations a formation strictly confidential and shall not repeat, copy or comincluding without limitation, family and friends) or any entity out nd/or discuss work related information to the extent necessary to	and/or its patlents. Employees will hold this municate this information to any persons tside of the hospital. Employees may share
mployee	Date
leviewer Wison Hunton ATT	GG 1 5 29 14
Director 10 000	Date
Ine Administrator	Date
Signatures indicate that a discussion has been held concerning the	nis appraisal and acknowledgement of University

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 142 of 147. PageID #: 814 Moss Affidavit EXHIBIT 1

My Education Completion

April 8, 2014 13:50

Page 1 of 1

This report includes results from 03/01/2013 to 04/08/2014.

Facility: 01	0011 - PARMA COMMUNTY GENERAL I	OSPITAL ACTIV	/E Dec	artment:	6910 - 6	FROPSYCH UNIT
Empleyee M	OSSADEBORAHVAN Employee Code 10 3752	A Status Activis in	lokaess	(05 160 E		
Course	Description	<u>Date</u>	Credits	Hours	Score	Transaction Status
6.0 MeditechNav	6.0 Med Navigation	03/26/2013	0.00	0.00	0	Passed
NPSAW13	National Patient Safety Awareness Week 2013	03/26/2013	0.00	0.00	0	Passed
OutlookWeb Access	Introduction to Outlook	03/26/2013	0.00	0.00	0	Passed
CRISIS INTERV D1	Concepts of Non-Violent Physical Crisis Intervention, Team Intervention, and Verbal De-escalation	08/19/2013	0.00	0,00		Completed
HazardCom m13	HazardComm13	10/03/2013	0.00	0.00	0	Passed
InfectPrevent 13	Infect Prevention 2013	10/03/2013	0.00	0.00	100	Passed
AnnualTrain1 3Pt1	Annual Training 13 Pt 1	10/22/2013	0.00	0.00	0	Passed
BCOADelDa mDep13	Annual BCOA Education	10/22/2013	0.00	0.00	0	Passed
BCOASuicid e13	BCOA Annual Sulcide Education	10/22/2013	0.00	0.00	0	Passed
CPR BLS RENEWAL	CPR Basic Life Support for Health Care Providers Renewal	10/22/2013	0.00	0.00		Excused
AnnualTrain1 3Pt2	Annual Train 13 Pt2	11/22/2013	0.00	0.00	0	Passed .
	Identifying Environmental Hazards In BCOA	11/22/2013	0.00	0.00	0	Passed
StrokeAll 2013	Stroke Education for All Employees	12/06/2013	0.00	0.00	0	Passed
CIT	Crisis Intervention Training - Secure, Full Session	01/02/2014	0.00	0.00		Excused from this date, already completed
Falls 2014	Fall Prevention 2014 for BCOA	02/03/2014	0.00	0.00	0	Passed
CompPatient Size	Caring for Persons of Size - Compassionate Care	04/03/2014 •	0.00	1.00	0	Passed
DementiaRe view		04/03/2014	0.00	1.00	0	Passed
DomesticViol PV	2014 DomesticViolence (Intimate Partner)	04/03/2014	0.00	0.00	0	Passed

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 143 of 147. PageID #: 815

Moss Affidavit EXHIBIT 1

Parma Community General Hospital

ADDENDUM TO JOB DESCRIPTION AND PERFORMANCE EVALUATION FOR ALL PATIENT CARE POSITIONS

Vame: DEDOYON MOSS AGE SPECIFIC CRITERIA DOB TITLE: DECREATION THEY APIST

Job Summary: In caring for the patient, identifies the special needs of the patient's age and respective level of growth and development. Demonstrates knowledge and skills necessary to provide care based on the physical, psychosocial, educational, spiritual and safety needs appropriate to the age of the patient. Consideration is given to age specific competencies in all areas of the Job Description/Performance Appraisal.

BIRTH TO 17 YEARS Legend: M = Meets Infant Birth to Preschool School Age NM = Not Meets Adolescent 12 months * 1 - 5 yrs * 6 - 12 yrs* N/A = Non Applicable 13 - 17 yrs* М NM N/A М NM N/A M NM N/A M NM N/A Evaluates for age appropriate behavior, motor skills, cognitive and physiological norms. V Recognizes patient's level of psychosocial development and modifies interventions accordingly. Recognizes patient's psychosexual development and expressed concerns and responds accordingly. Recognizes anxiety regarding potential changes in lifestyle (physical, economic) resulting from Monitors vital signs and is aware of accepted normal ranges for age group. Determines and documents head circumference. X Х Prepares and administers medication doses based on weight and age. Evaluates self-care abilities/limitations and identifies need for additional safety measures. Identifies and Implements appropriate alternative measures prior to using restrictive measures (posey vest, soft restraints, etc.). Evaluates and documents signs/symptoms of abuse or neglect. Follows appropriate evaluation and reporting procedures. Determines and documents immunization status. Follows procedures for obtaining consent to treat a minor, respectful of patient's rights, i.e., limitation of treatment. Evaluates the learning needs and teaches patient/family.

6020/9520710X 7/95

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 144 of 147. PageID #: 816

Moss Affidavit EXHIBIT 1

18 YEARS TO 80 PLUS *

Legend;	M = Meets NM = Not Meets N/A = Non Applicable	1.	Adul 8 - 40 y		,41	Middle Adult -64 yr	- 0	6.5	Late Adult 3 - 79 yr			Late, L Adul 80+ yrs	t
	*	М	NM	N/A	М	NM	N/A	М	NM:	N/A	м	NM	N/A
	s age appropriate behavior, cognitive logical norms.	V			/			>			V		
Recognizes developme accordingly	s patient's level of psychosocial nt and modifies interventions v.	~			/	• 14	•	>			V		
Monitors vii normal rang	tal signs and is aware of accepted ges.			V			V			V			1
Recognizes In lifestyle (illness.	anxiety regarding potential changes physical, economic) resulting from	~			· ✓			V			V		
ldentifies in dependenc networks.	creased physical/emotional y needs and availability of support	V			/			/			V		
abuse or na	and documents signs/symptoms of egleot. Follows appropriate evaluation approcedures.	İ		/		ē	!		•	/			\
	s and facilitates age and ntally appropriate responsibility for		• 0	√ .			√			/			V
	self-care abilities/limitations and sed for additional safety measures.			1			/			/		•	V
measures p	nd implements appropriate alternative orior to using restrictive measures , soft restraints, etc.).			/			1			· V			V
	cedures for obtaining consent to treat, f patient's rights.			✓			/			/			V
	tes knowledge of modification of doses based on age, welght, and			/			/			V			/
Evaluates to patient/fam	he learning needs and teaches lly.			V			V			V			1

References: ** Brunner, Suddarth, Bare, Boyer, Smeltzer, et. al., <u>Textbook of Medical-Surgical Nursing</u>, Sixth Edition, Lippincott, 1988.

*Foster, Hunsburger, Anderson, <u>Family Gentered Nursing Care of Children</u>, Saunders, 1989.

6020/9520710X7/95

Performance Appraisal and Development Form Deve					115195 3
1. Does Not then the England State of the protections and the state of the protections and the protections and the state of the specific goals and specific goals and state of the specific goals and specific goals and state of the specific goals and state of the specific goals and specific goals and specific goals and state of the specific goals and spec		ı	and Developm	ent Form	
1-Does Not Mont 1-Does	NAME	Moss, Deborah	DEPARTMENT:	PMC Hanna Pavillon 3-2	5675
1-Does Not Meet Expectations The employee infrequently achieved satisfactory performance of job-specific goals and standards, including leading the standards, including to support steps and standards, canding the standards and standards, canding the standards the standards and stewardship, canding the standards of the topical to provide acceleration of the hospital canding the standards and stewardship, canding the standards and standards	JOB TITLE:		DATE	3175115	
1-Doors for Monet Expectations Expectations The employee frequently achieved satisfactory performance of job-specific goals and standards, standard, standards, sta		RATI	INGS		
The employee furfrequently achieved satisfactory performance of 100-specific goals and standards, standards of Sanitage December 100 standards, standards of Sanitage December 100 standards, standards of Sanitage Sanitage Caring) The standards of Sanitage Caring) The standards of Sanitage Caring) The standards of Sanitage Sanitage Caring) The standards of Sanitage Sanitage Caring) The standards of Sanitage Sanitage Caring) The standards of Sanitage Sanitage Caring) The standards of Sanitage	1-Does Not Meet Expections	Z-Frequently Meets Expectations	3-Consiste	ntiy Meets	4-Consistently Exceeds
selfred results were achieved. Most desired for the first state of the footpation (Listening, Sharing, Caring) The Second Service Excellence in Action. The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Service (Most Respect) The Most Respect of the loop partners of the loop partner	The employee infrequently achieved satisfactory performance of Job-specific goals and standards.	The employee frequently achieved satisfactory performance of Job-specific goals and standards.	The employee consisten performance of job-spec standards,	ty achieved satisfactory lific goals and	Expectations The employee consistently achieved satisfactory performance of job-specific goals and standards servilly beaund owner-strate
Elitter rating in rating column. Weight x rating = score) WEIGHT (%) RATING	Few desired results were achieved.	Many desired results were achleved.	Most desired results we		Most desired results were achieved-usually beyond expectations.
alins standards of Service Excellence in Action. Intunizations (Ustending, Sharing, Caring) Treaty (Attude, Values, Respect Treaty (Attude, Values, Respect Treaty (Attude, Values, Respect Treaty (Attude, Values, Respect The Recovery (Attude, Values) The Recovery (Attude, Values) The Recovery (Atturowledge, Action, Graitlunds) Sat the mission of the hospital to provide excellent personalized health care and the care and the norshorts values of the hospital provide excellent personalized health care and the care and the norshorts values of the hospital provide a high level of patient or customer Sat Seadership or supports department efforts to provide a high level of patient or customer Sat Seadership or supports department efforts to provide a high level of patient or customer Sat Seadership or supports department efforts and Job knowledge. The Job duties as defined in the Job description and in accordance with department The Job duties as defined in the Job description and in accordance with department The Job duties are defined in the Job description and departmental quality, safety, and The Job duties are defined in the Job description and departmental quality, safety, and The Job duties are defined in the Job description and departmental quality, safety, and The Job duties are defined in the Job description and in accordance with department and departmental quality, safety, and The Job duties are defined in the Job description and in accordance with department and departmental quality, safety, and The Job duties are defined in the Job description and in accordance with department and general departmental departmental quality, safety, and The Job duties are defined in the Job description and in accordance with department and Job description and in accordance with departmental departmental departmental departmental departmental departmental departmental departmental departmental departmental departmental departmental departmental departmental departmental departmental departmental departme	GOAL: (Enter rating in rating column. Weight x r	ating = score)	WEIGHT (%)		SCORE
mwork formulament, Cooperation, Solutions) mwork formulament, Cooperation, Solutions) ge & Appearance (Professional Healthy, Reflection) uette (Pleasant, Courteous, Conduct) lice Recovery (Acknowledge, Action, Gratitude) is the mission of the hospital to provide excellent personalized health care and the control of the hospital to provide excellent personalized health care and the control of the hospital to provide excellent personalized health care and the control of the hospital Growth and Development so leadership or supports department efforts to provide a high level of patient or customer cition. To bob duties as defined in the job description and in accordance with department citics. To and demonstrates knowledge of hospital and departmental quality, safety, and citics of procedures. To brocedures. To and demonstrates of provide and departmental quality, safety, and control of procedures. To an demonstrates of the provide and departmental duality, safety, and control of procedures.	Maintains standards of Service Excellence in Actic 1. Communications (Listening, Sharing, Caring) 2. Comment Mathuda, Mal	vu			
Be & Appearance (Professional, Healthy, Reflection). uette (Pleasant, Courteoux, Conduct) lice Recovery (Acknowleage, Action, Gratitude) is the mission of the hospital to provide excellent personalized health care and the sation's values of integrity, Community Partnership, Commitment and Stewardship, oration and Teanwork, Individual Growth and Development. so leadership or supports department efforts to provide a high level of patient or customer so leadership or supports department efforts to provide a high level of patient or customer so leadership or supports department efforts to provide a high level of patient or customer so leadership or supports department efforts to provide a high level of patient or customer so leadership or supports department efforts to provide a high level of patient or customer to be duties as defined in the job description and in accordance with department as to and demonstrates knowledge of hospital and departmental quality, safety, and procedures. 20 20 20 20 20 20 20 20 20 2	3. Teamwork (Commitment, Copperation, Solution				
uette (Pieasant, Courteous, Conduct) fice Recovery (Acknowleige, Action, Gratitude) 1st the mission of the hospital to provide excellent personalized health care and the cations of the hospital to provide excellent personalized health care and the stations of the hospital to provide a tright fevel of patient or customer. 10 10 10 10 10 10 10 10 10 1	4. Image & Appearance (Professional, Healthy, Re	:flection)			
ite Recovery (Acknowledge, Action, Gratituds) is the mission of the hospital to provide excellent personalized health care and the cather mission of the hospital to provide excellent personalized health care and the cathor's values of: Integrity, Community Partnership, Commitment and Stewardship, or supports of partnership, Community Partner	5. Etiquette (Pleasant, Courteous, Conduct)	•			
is the mission of the hospital to provide excellent personalized health care and the ration's values of: Integrity, Community Partnership, Commitment and Stewardship, or supports department efforts to provide a high level of patient or customer ction. 2s leadership or supports department efforts to provide a high level of patient or customer ction. 2strates relevant and appropriate technical skills compentecies, and Job knowledge. 2strates relevant and appropriate technical skills compentecies, and Job knowledge. 2strates as defined in the Job description and in accordance with department 2st o and demonstrates knowledge of hospital and departmental quality, safety, and 2st o and demonstrates knowledge of hospital and departmental quality, safety, and 2st o and demonstrates knowledge of hospital and departmental quality safety, and	6. Service Recovery (Acknowledge, Action, Gratitu	(apr	អ	cr.	T.
sation's values of: integrity, Community Partnership, Commitment and Stewardship, 97-ation and Teamwork, Individual Growth and Development. 10 10 10 10 10 10 10 10 10 1	Upholds the mission of the hospital to provide ext	cellent personalized health care and the			
es leadership or supports department efforts to provide a high level of patient or customer tion. 10 10 10 10 10 10 10 10 10 1	organization's values of: Integrity, Community Par Collaboration and Teamwork, Individual Growth a	rtnership, Commitment and Stewardship, and Development.	ŭ	r	
strates relevant and appropriate technical skills compentedes, and Job knowledge. 30 30 31 32 33 40 40 5 procedures. 5 procedures. 100 100	Provides leadership or supports department effor	ts to provide a high level of patient or customer		2	15
Instrates relevant and appropriate technical skills compentecies, and Job knowledge. The soluties as defined in the Job description and in accordance with department rds. At the solution of the solution and departmental quality, safety, and the procedures. The solution of the solution of the solution and departmental quality, safety, and the solution of the sol	satisfaction,				
ns job duties as defined in the job description and in accordance with department rds, st o and demonstrates knowledge of hospital and departmental quality, safety, and rprocedures.			10	m	UE.
The Job duties as defined in the job description and in accordance with department rds, trds, Demonstrates relevant and appropriate technical	skills compentectes, and Job knowledge .				
rds, rds, rds, rds, rds, rds, rds, rds,	Porterior in the children of the challenger of t	4 2 2 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	30	3	90
s to and demonstrates knowledge of hospital and departmental quality, safety, and r procedures. 100 100	standards.	on and in accordance with department			6 6 6 6 6 7 7 7 8
r procedures.	Adinates to and demonstrates leaded and a		40	6	120
100	privacy procedures.	tai and departmental quality, safety, and		r'	
	TOTAL		10	Ì	30
	HOISE.		100		300

less than 170 = 1 University Hospitals-Parma Medical Center Performance Appraisal and Development Form Signatures Indicate that a discussion has been held concerning this appraisal and acknowledgement of University Hospitals Parma Medical Center Confidentiality and Privacy on their comprehensive knowledge of the employee's performance. Provide further detalls in support of the Overall Performance Rating In Reviewer's Deb Is an important part of our team. She works hard to engage the patients in activities during their stay on the unit. Throughout the year, Deb has been Note: The Rating Scale Guidelines shown above are recommendations; the Overall Performance Rating field should be completed by reviewers based meaningful. Moving forward, Deb should continue to challenge herself with coming up with new ideas to engage the patients. Additionally, she should operations and/or its patients. Employees will hold this information strictly confidential and shall not repeat, copy or communicate this information to any persons raplyzees may share and/or discuss work/related information to the extent confidentiality Statement: Employees of University Hospitals Parma Medical Center (hospital) will routinely come in contact with information concerning Acspital able to adapt to documentation changes and has done a good job. Her input has been helpful in making the Rehabilitation Therapy documentation 269-170 = 2 300 Overall Performance Rating (see guidelines below): Reviewer's Comments (include employee's areas of strangth and opportunities for further development): Date: Date: Date: 359-270 = 3 rocus on making patient safety a priority when she is working in the unit. of the bo 400-350 = 4Including without limitation, family and friends) or any necessary to perform their job duties. Total Points (from page 1): Employee's Signature; Reviewer's Signature: Rating Scale Guidelines: Line Administrator's Employee Comments: Comments section. EMÈLOYEE NAME: Considerations. Signature:

Case: 1:18-cv-02257-JG Doc #: 29-2 Filed: 05/13/19 147 of 147. PageID #: 819 Moss Affidavit EXHIBIT 1



Review Year: 2015

UH Performs - Performance Details

Name: Moss, Deborah Ann	Position: Rehabilitation Therapist	Manager: Holley, Kathry	ın.	
Assignment Number: 1151952	Department: PMC Hanna Pavilion 3-25675	Entity:	ommunity Gene	ral Hospital
Title Job Specific Competencies (attach job specific competencies if applicable)	Description Demonstrated the knowledge, skills and ab do the job.	ilities necessary to	Effective Contributor	Needs Improvement
Performance Expectations	Performed according to established goals, l values.	behaviors and UH	Ø	
Attachments Name	Uploaded By		Cı	reated Date
Manager Comments Deb is a valued member of t documentation for their area patients.	the team and has worked in conjunction with . She engages the patients and has worked	her programming te to develop different	ammate to enha	ance the er functioning
Employee Comments	The state of the s		·	
Employee Signature Deborah Moss				Date
				3/15/2016